

GENERAL SYNOD

FEBRUARY GROUP OF SESSIONS 2015

EIGHTH NOTICE PAPER

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MEASURE**

Financial statement pursuant to Standing Order 98

1. Financial Statements under Standing Order 98 set out the estimated financial effect of implementing recommendations of reports and taking forward motions if they are passed by the Synod. In most cases figures provided are approximate, recognising the inherent uncertainty in estimating various factors. Members are asked to take this statement into account alongside non-financial factors when considering these items of business.
2. Estimates of the financial implications of any amendments proposed by Members will be provided either in a subsequent notice paper or in an oral statement from a member of the Archbishops' Council's Finance Committee who is a General Synod member (usually the Chair).
3. An item is included in this memorandum only if (i) the estimated additional cost is £10,000 or more or (ii) the estimated opportunity cost (e.g. staff time likely to be involved) is £20,000 or more.
4. If the cost of work on any motion, if passed, would fall to the Archbishops' Council, it would be met from within the Council's 2015 budget which Synod agreed at its July 2014 Group of Sessions. For any work not already scheduled, the relevant Director, in consultation with others, would consider whether other work of similar cost should be dropped or postponed or if additional, unbudgeted, staff resource could be provided by securing funding from another source. Estimates of staff time are usually an opportunity cost, illustrating the cost of other work that would need to be dropped or deferred. If it is not possible to drop or defer sufficient other work, there would be an impact on the timescale for delivery of the requested work.
5. All costs are estimated at 2015 levels unless otherwise stated. Costs include relevant salaries, employers' national insurance and pension contributions. They exclude office costs such as the printing and postage costs involved in the preparation of new legislation, and the opportunity cost of Synodical time.

ITEM 10: DISCIPLESHIP

6. The cost of staff time to support the House of Bishops to prepare a new Revised Catechism and support its consideration by the General Synod is estimated at £20,000.
7. At staff level, it is envisaged that the work to identify, commission and participate in the preparation of other resources to help the whole Church live out its common discipleship and support and encourage their use would fall within the remit of the new Head of Discipleship and Vocation post in the Ministry Division. The cost of this post will be met from within the 2015 budget. The cost of staff time to carry out this work is estimated to average £20,000 p.a. in the initial phase of the project.
 - Estimated cost of staff time to support the preparation of a new Revised Catechism and its consideration by General Synod: £20,000
 - Estimated cost of staff time to identify, commission and participate in the preparation of other resources to help the whole Church live out its common discipleship: £20,000 p.a. in the initial phase of the project.

ITEM 11: RESOURCING THE FUTURE AND RESOURCING MINISTERIAL EDUCATION

8. The motion itself has no specific financial implications. But it is evident that, if implemented, some of the recommendations within the two reports would have financial implications – some of which would be very significant.
9. In reaching their subsequent decisions on the specific recommendations in the two reports, the Archbishops' Council and the House of Bishops would take financial factors into account.

ITEM 12: SIMPLIFICATION

10. Most of the work in relation to the proposed amendments to the Clergy (Terms of Service) Regulations has already been carried out to enable the proposals to be considered by the Simplification Task Group. The cost of staff time to bring the

necessary amending legislation to the Synod is expected to be modest.

11. The cost of bringing forward the necessary amending legislation to give effect to the other proposals made by the Task Group will depend to some extent on how that is done. If the majority of the proposals are included in one amending Measure and one amending Canon, the cost of staff time to bring proposals to First Consideration stage is estimated at £20,000. The cost of staff time to complete all the remaining Synodical and Parliamentary stages is estimated at a further £35,000.
12. The proposals to amend various aspects of the Mission and Pastoral Measure 2011 should result in savings in staff time at national and / or diocesan level. If the motion is passed, such savings would be estimated when proposals are brought to the Synod for First Consideration.
13. Recommendation 15 proposes a significant change in the calculation of compensation for loss of office as a result of pastoral reorganisation. The difference in compensation payable by the responsible body (usually the diocese) if these proposals were brought into effect would clearly depend on the circumstances of each case. By way of illustration the maximum compensation for a displaced office holder aged 60 with a pensionable age for current service of 68 and over 21 years service is estimated to be around £300,000 less under the proposals than the very rarely used current arrangements. However, should the individual obtain a suitable alternative role within six months, it is estimated that the compensation payable under the proposed arrangements would be around £18,000 more than under the current arrangements.
 - Estimated cost of staff time to bring forward the necessary amending legislation to First Consideration stage: £20,000.
 - Estimated cost of staff time to complete all the remaining Synodical and Parliamentary stages: £35,000.

ITEM 13: CHURCH COMMISSIONERS' FUNDS AND INTER-GENERATIONAL EQUITY

14. As set out in GS1981, the Church Commissioners would consider releasing additional funds for the purposes envisaged only “in response to plans that are evidence based, fully costed and ... entered into with the agreement and understanding of all parties.” There would be safeguards in place, including the statutory requirement for the Commissioners to obtain actuarial advice as to the likely effect of making distributions on their overall financial position and to have regard to that advice. Thus the Commissioners would take the financial implications of any proposal to make additional distributions into account at the relevant time.

ITEM 503: DRAFT SAFEGUARDING AND CLERGY DISCIPLINE MEASURE

15. Assuming that the Revision stage for the draft Measure and draft Amending Canon is completed at this group of sessions, the cost of staff time to see the draft legislation through the remaining Synodical and Parliamentary stages is estimated at £20,000.
16. Paragraph 2(3) of the draft Amending Canon would introduce a new provision requiring **all** ministers authorised to officiate to undertake safeguarding training (at present only those on common tenure are required to undertake continuing ministerial education, though others may do so). Paragraphs 4(3) and 5(3) would introduce corresponding provisions requiring diocesan bishops to ensure there are arrangements in place for providing licensed readers and licensed lay workers with safeguarding training. The level of additional training costs will depend on the extent to which ministers who are not on common tenure, and licensed readers and lay workers, undertake such training already, on which no data is available.
17. Paragraph 3 of the draft Amending Canon would oblige all diocesan bishops to appoint a diocesan safeguarding adviser in accordance with regulations made by the House of Bishops. All dioceses have some advisory capacity. It is not possible to estimate at this stage what additional cost there might be since everything would depend on the nature of the requirements

imposed in due course by the regulations and the extent to which they might lead some dioceses to increase that capacity. Bishops and dioceses will be consulted during the preparation of the regulations. By way of illustration, the annual staff cost of a full time person with relevant skills and experience is estimated at between £40,000 and £70,000 depending on factors including seniority of the post and location.

18. Clause 1(9) of the draft Measure would amend the Church of England (Legal Aid) Measure 1994 so that legal aid would be available in respect of an appeal to the President of Tribunals against a suspension under clause 1(1) or 1(5) of the draft Measure. It is anticipated that any such appeals would be conducted on paper, and consequently the cost to the Legal Aid fund of each appeal would be relatively modest. It is difficult to predict how many appeals there might be in the course of a year.
19. The increased resource for safeguarding work at national level included in the Council's 2015 budget needed to support the agreed future approach to work in this area is not a direct result of the draft Measure, but would help support its implementation.
 - Estimated cost of staff time to steer the draft legislation through all the remaining Synodical and Parliamentary stages: £20,000.
 - Illustrative **full time equivalent** annual cost of one safeguarding adviser: between £40,000 and £70,000.

Canon John Spence
Chair, Archbishops' Council Finance Committee

February 2015