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The 38th Report
of
The Central Stipends Authority

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1. Summary

Key recommendations for 2010/11

The Central Stipends Authority (CSA) recommended a **National Minimum Stipend** (NMS) of **£20,430** (paragraph 4), a 1% increase over last year. The CSA also recommended a **National Stipend Benchmark** (NSB) of **£22,470**. This was a 1% increase over last year. (paragraph 3)

Estimated value of provided housing July 2010

£9,740 (paragraph 17, and Annex 7)

Diocesan stipends levels in 2010/11

The gap between the National Average and the NSB decreased from £110 in 2009/10 to £100 in 2010/11 (paragraph 13).

CSA's recommendations for 2011/12 (Annex 8)

The CSA recommends an increase of 1.5% in the NSB, and 4.6% in the NMS, against forecast increases of 3.5% in the Retail Price Index (RPI), 2.5% in the Consumer Prices Index (CPI) and 2.5% 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 2010/11

Incumbents and clergy of incumbent status

3. The CSA recommended a National Stipend Benchmark for the stipends year beginning 1 April 2010 of £22,470, which represented an increase of 1% on the NSB for 2009/10 of £22,250.
4. The CSA also recommended a National Minimum Stipend of £20,430, an increase of 1% on the previous year's figure of £20,230.
5. Regional Stipend Benchmarks (RSBs) for each diocese for 2010/11 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 2010/11

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 2010/11 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 £30,650 from 1 April 2010 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. Stipends paid by the Church Commissioners for 2010/11 are shown below, including those for clergy appointed before 1 April 2004.

Stipends for bishops and cathedral clergy 2010/11

	Clergy starting on or after 1 April 2004	Clergy in post before 1 April 2004
Archbishop of Canterbury	£70,810	£71,910
Archbishop of York	£60,690	-
Bishop of London	£55,630	£58,750
Diocesan Bishops	£38,440	£39,030
Suffragan Bishops	£31,360	£32,040
Assistant Bishops (full-time)	£30,350	£30,760
Deans	£31,360	£32,040
Residentiary Canons	£24,280 regionally adjusted	£26,100

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).

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

The National Average Stipend in 2010/11

12. The National Average Stipend is calculated from the average DBS weighted by the number of clergy receiving the DBS in each diocese. As at July 2010, the National Average Stipend was £22,570. This compared with a figure of £22,360 in 2009/10, an increase of a little under 1%.
13. The National Average Stipend has always been slightly more than the NSB, as shown in the table below. In 2010/11, the gap between the NSB and the National Average Stipend decreased from £110 to £100.

	National Average Stipend £	NSB £	Gap between NSB and Average £
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
2009/10	22,360	22,250	110
2010/11	22,570	22,470	100

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. Inevitably, these figures can only provide a broad guide, but during the 2010/11 stipends year, RPI is forecast to increase by 3.7% and average earnings by 2.5%.
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 2010

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. 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 **£9,740** p.a. Further details are provided at **Annex 7**.

Reimbursement of parochial expenses for the year 2009/10

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 2009/10 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 £170 was not reimbursed. This was 9% of incurred expenses.

Expenses of parochial clergy and licensed lay workers 2003/04–2009/10

Year	Average expenses incurred £	Average expenses not reimbursed £	% Unrounded Expenses not reimbursed %	Average expenses claimed but not reimbursed £	% Unrounded Expenses claimed but not reimbursed %
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
2008/09	1,850	175	9.5	50	2.6
2009/10	1,850	170	9.0	50	2.7

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 <http://www.churchofengland.org/clergy-office-holders/clergypay.aspx> . Printed copies are also available, free of charge, from the CSA, address: Human Resources Department, Church House, Great Smith Street, London SW1P 3AZ.

Funding for Stipends 2010/11

20. The 2010/11 stipends bill² for all clergy and licensed lay workers on the central payroll is estimated at £205.9m, a slight decrease on the 2009/10 figure of £206m. The decrease has arisen because the fall in the number of clergy and lay workers on the central payroll (from 8,856 to 8,705 (about 1.7%)) was greater than the increase in the National Average Stipend for incumbents (just under 1%). The fall in the numbers of stipendiary payees was due to the number of retirements, deaths, and clergy taking up other roles exceeding the number of those entering stipendiary ministry.
21. The stipends bill for the year 2010/11 is expected to be funded from the following sources.

Source	Amount
	£
Church Commissioners ³	38.2m
Cathedrals	0.4m
Dioceses and Parishes	151.1m
Parochial Fees (incumbents' fees)	15.6m
Other Local Income	0.6m
Total	205.9m

² including Employers' National Insurance, but not pension contributions. The estimate of Employers' National Insurance contributions takes into account the increase from 1 January 2011 following the change in 'contracted out' status of the Church of England Funded Pension Scheme. This increase will apply to contributions in the last 3 months of the stipends year.

³ The amount of the stipends bill funded from the Church Commissioners' fund excludes the £5.3m distributed by the Archbishops' Council on parish ministry and mission funding in the year ending 31 March 2011. 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.

Level of Support for 2010/11

22. In the year from April 2010 to March 2011 the total made available by the Archbishops' Council and the Church Commissioners for parish mission and ministry support was £45m. Of this sum, the Archbishops' Council distributed £30.7m (£4.6m of which had to be used for stipends) as parish mission and ministry support to the least resourced dioceses. A further £5.3m was distributed as Mission Development Funding: dioceses may use this money for either specific mission projects or stipend support and a further £3.2m was distributed as extra mission and ministry support. £6.3m has been earmarked for investment in new housing and other development areas.

The CSA's Recommendations for 2011/12

23. The CSA's recommendations for 2011/12 include a National Stipend Benchmark of £22,810 and a National Minimum Stipend of £21,370, representing an increase of 1.5% in the NSB, and 4.6% in the NMS on the 2010/11 recommendations. The recommendations for dignitaries and residentiary canons are based on the stipend levels they received in 2010/11 increased by the same increase as in the NSB.

Common Tenure

24. The Ecclesiastical Offices (Terms of Service) Measure comes into effect from 31 January 2011. Common Tenure will apply to clergy taking up new parochial appointments from that date. No clergy on existing freehold appointments will be required to move onto common tenure unless they choose to do so. Further details can be found at www.common tenure.org.

Pensions

25. For all service up to 31 December 2010, a full service clergy pension is two-thirds of the previous year's National Minimum Stipend and retiring pensioners also receive a lump sum. From 1 January 2011, the full pension will be half of the National Minimum Stipend, but clergy will also receive the State Second Pension. From 1 January 1998, the cost of pension contributions for parochial clergy in respect of pensionable service after that date has been progressively met from local sources, and collected by the Pensions Board via dioceses.
26. 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. The Pensions Board set an interim rate of 45% with effect from 1 January 2010 pending the outcome of the 2009 valuation.

27. Following the actuarial valuation carried out during 2010, and the impact of the changes to pension arrangements agreed by the General Synod in July 2010, the pension contribution rate to the Church of England funded scheme will be decreased from 1 January 2011 to 38.2%. The change to ‘not contracted out’ status will mean that Employers’ National Insurance contributions will increase by 3% from the same date.

On behalf of the Archbishops’ Council as Central
Stipends Authority

✘ ROWAN CANTUAR
✘ SENTAMU EBOR

December 2010

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;
 - (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.
3. 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. They are asked to set their Diocesan Basic Stipends – defined as the stipend paid to the greatest number of clergy of incumbent status

⁴ Central Stipend Regulation 1998 GS1310

within the 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 one half of 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.

ANNEX 2

Diocesan Basic Stipends and Regional Stipends Benchmarks 2010/11

	Diocesan	Regional Stipend	Difference between Basic Stipend	
	Basic Stipend	Benchmark	and RSB	
	2010	2010		
	£	£	£	
Bath & Wells	22,900	22,900	0	0.0 %
Birmingham	21,860	22,430	(570)	-2.5 %
Blackburn	22,127	21,590	537	2.5 %
Bradford	22,362	22,270	92	0.4 %
Bristol	22,840	22,840	0	0.0 %
Canterbury	22,600	22,850	(250)	-1.1 %
Carlisle	21,910	21,590	320	1.5 %
Chelmsford	22,700	22,490	210	0.9 %
Chester	21,890	21,590	300	1.4 %
Chichester	22,630	22,850	(220)	-1.0 %
Coventry	22,870	22,870	0	0.0 %
Derby	22,560	22,870	(310)	-1.4 %
Durham	21,780	22,110	(330)	-1.5 %
Ely	22,110	22,110	0	0.0 %
Exeter	22,630	22,900	(270)	-1.2 %
Gloucester	22,410	22,900	(490)	-2.1 %
Guildford	24,200	22,850	1,350	5.9 %
Hereford	22,030 +	22,370	(340)	-1.5 %
Leicester	22,870	22,870	0	0.0 %
Lichfield	22,765	22,430	335	1.5 %
Lincoln	22,340	22,670	(330)	-1.5 %
Liverpool	21,594	21,590	4	0.0 %
London	22,108	23,050	(942)	-4.1 %
Manchester	22,470	21,590	880	4.1 %
Newcastle	21,991	22,110	(119)	-0.5 %
Norwich	22,110	22,110	0	0.0 %
Oxford	23,395	22,850	545	2.4 %
Peterborough	22,760	22,760	0	0.0 %
Portsmouth	22,520	22,850	(330)	-1.4 %
Ripon & Leeds	22,270	22,270	0	0.0 %
Rochester	22,895	22,920	(25)	-0.1 %
St Albans	22,850	22,850	0	0.0 %
St Edmundsbury & Ipswich	21,800 \$	22,110	(310)	-1.4 %
Salisbury	22,900	22,900	0	0.0 %
Sheffield	22,170	22,270	(100)	-0.4 %
Southwark	23,140	23,030	110	0.5 %
Southwell & Nottingham	22,560	22,870	(310)	-1.4 %
Truro	22,900	22,900	0	0.0 %
Wakefield	22,890	22,270	620	2.8 %
Winchester	22,600	22,850	(250)	-1.1 %
Worcester	22,430	22,430	0	0.0 %
York	22,680	22,270	410	1.8 %
Sodor and Man	22,653 *			
National Stipend Benchmark		22,470		

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

\$ In St Edmundsbury and Ipswich up to 15% of clergy receive a responsibility allowance of £950 per year in addition to the basic stipend.

* Clergy receive Easter Offering in addition to this figure in Sodor and Man and, in 2010, a travel allowance of £368. 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 most clergy of incumbent status in the diocese.

ANNEX 3

Assistant staff and archdeacons' stipends 2010/11

Assistant Staff

In 2010/11 dioceses paid assistant staff as follows. (2009/10 numbers in brackets)

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

Archdeacons' Stipends

Dioceses paid the CSA's recommended figure for clergy appointed before 1 April 2004 (£32,140), and from 1 April 2004 (£30,650), 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	£32,130	£30,810
Canterbury	£31,820	
Chichester	£31,790	
Derby	£30,350	£30,350
Durham	£31,820	
Gloucester	£31,662	
Leicester	£32,760	£30,350
Lincoln		£30,350
Liverpool		£32,140
London	£31,730	£31,730
Portsmouth	£31,820	£30,350
Ripon and Leeds	£30,650	
Rochester	£31,820	
Southwark	£31,820	£30,350
Southwell and Nottingham	£31,820	
Wakefield		£30,350
Winchester	£31,820	£30,350
Worcester	£31,820	£30,350
York	£31,820	£30,350

ANNEX 4

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 be increased by the 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 .

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.)

ANNEX 5

National Average and National Minimum Stipend for Incumbents 1984-2010

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%	3.0%	2.3%
2009	20,230	3.0%	22,360	3.0%	0.5%	2.3%
2010	20,430	1.0%	22,570	0.9%	3.7% *	2.5% *
1984-2010		214.3%		230.1%	147.5% *	263.4% *

* estimated

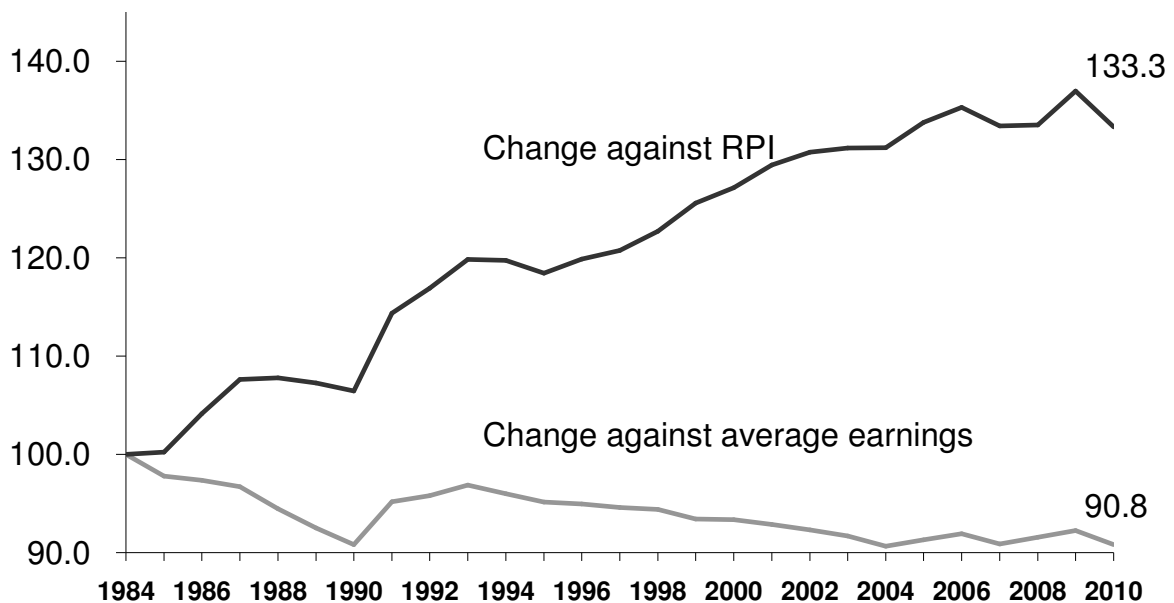
+ During 1990 - 1992, clergy were personally liable for the Community Charge and received additional stipend until the introduction of the Council Tax, for which they are not liable. This additional stipend is not shown in the table. If included, it produces the following figures for the National Minimum 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 high inflation of the 1970s, and 1984 was chosen because this was the point at which the lost ground was recovered.

ANNEX 6

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



2010 figures are estimates

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.

ANNEX 7

Estimated value of provided housing – July 2010

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	3,971	(1)
Water charges	357	(2)
Council Tax	1,584	(3)
Maintenance and external decorations	700	(4)
Insurance	263	(5)
Sub total	6,875	
Tax and NI adjustment	2,863	(6)
Total	9,738	
Say	9,740	

- (1) Average outstanding interest rate of 3.65% on average outstanding mortgage of £108,819 (figures from Credit Action July 2010).
- (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 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, 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 July 2010 marginal rate of 9.4%.

Stipends for 2011/12

The Archbishops' Council, as Central Stipends Authority, makes the following recommendations **with effect from 1 April 2011**.

Recommendations to dioceses Stipends⁵

- (a) A National Minimum Stipend (NMS) for all full-time clergy and licensed lay-workers of £21,370 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 £22,810.
- (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 £31,110 or £32,300 for archdeacons appointed before 1 April 2004. In cases where the archdeacon was receiving more than £31,110 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 £31,110. 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.

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 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)).

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

	2011/12	range		2011/12
	Regional Stipend Benchmark	1.5% below RSB	2.5% above RSB	residentiary canons starting on or after 1 April 2004
	£	£	£	£
1 Bath & Wells	23,310	22,960	23,890	25,180
2 Birmingham	22,760	22,420	23,330	24,590
3 Blackburn	21,900	21,570	22,450	23,650
4 Bradford	22,740	22,400	23,310	24,570
5 Bristol	23,220 *	22,870	23,800	25,180
6 Canterbury	23,220	22,870	23,800	25,080
7 Carlisle	21,900	21,570	22,450	23,650
8 Chelmsford	22,790	22,450	23,360	24,620
9 Chester	21,900	21,570	22,450	23,650
10 Chichester	23,220	22,870	23,800	25,080
11 Coventry	22,760	22,420	23,330	24,590 +
12 Derby	23,240	22,890	23,820	25,110
13 Durham	22,650	22,310	23,220	24,470
14 Ely	22,450	22,110	23,010	24,250
15 Exeter	23,310	22,960	23,890	25,180
16 Gloucester	23,310	22,960	23,890	25,180
17 Guildford	23,220	22,870	23,800	25,080
18 Hereford	22,680 *	22,340	23,250	24,590
19 Leicester	23,240	22,890	23,820	25,110
20 Lichfield	22,760	22,420	23,330	24,590
21 Lincoln	23,080	22,730	23,660	24,940
22 Liverpool	21,900	21,570	22,450	23,650
23 London	23,290	22,940	23,870	25,160
24 Manchester	21,900	21,570	22,450	23,650
25 Newcastle	22,650	22,310	23,220	24,470
26 Norwich	22,450	22,110	23,010	24,250
27 Oxford	23,220	22,870	23,800	25,080
28 Peterborough	23,110	22,760	23,690	24,960
29 Portsmouth	23,220	22,870	23,800	25,080
30 Ripon & Leeds	22,740	22,400	23,310	24,570
31 Rochester	23,240	22,890	23,820	25,110
32 St Albans	23,220	22,870	23,800	25,080
33 St Edmundsbury & Ipswich	22,450	22,110	23,010	24,250
34 Salisbury	23,310	22,960	23,890	25,180
35 Sheffield	22,740	22,400	23,310	24,570
37 Southwark	23,290	22,940	23,870	25,160
38 Southwell	23,240	22,890	23,820	25,110
39 Truro	23,310	22,960	23,890	25,180
40 Wakefield	22,740	22,400	23,310	24,570
41 Winchester	23,220	22,870	23,800	25,080
42 Worcester	22,760	22,420	23,330	24,590
43 York	22,740	22,400	23,310	24,570
National Stipend Benchmark	22,810			

* from 1 January

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

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.

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.

Grants

(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 £2,140.

(b) First Appointment Grants : The CSA recommends that all stipendiary ministers should receive a First Appointment Grant of at least £2,140, 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 2011/12

	Senior Clergy starting on or after 1 April 2004 £	Senior Clergy in equivalent or higher paid post before 1 April 2004 £
Archbishop of Canterbury	71,870	72,990
Archbishop of York	61,600	-
Bishop of London	56,460	59,630
Diocesan Bishops	39,020	39,620
Suffragan Bishops	31,830	32,520
Assistant Bishops (full-time)	30,810	31,220
Deans	31,830	32,520
Residentiary Canons	24,640 Regionally adjusted See table below	26,490

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