

The 39th Report
of
The Central Stipends Authority

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CONTENTS

Report of the Central Stipends Authority to the General Synod for the year 2011	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 2011/12	9
<i>Annex 3</i> Assistant staff and archdeacons' stipends 2011/12	10
<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 1998-2011	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 – July 2011	15
<i>Annex 8</i> Stipends for 2012/13	16

Report of the Central Stipends Authority to the General Synod for the year 2011

Foreword

When it considered the 2011 Report the Remuneration and Conditions of Service Committee felt a separate foreword should be included to draw attention to two issues in particular that caused the Committee concern. The Committee felt that the Report has become such a familiar document that the two issues would be insufficiently appreciated if particular attention was not drawn to them.

The two issues are:

- the impact of background economic conditions on the value of the stipend
- the trend for divergence of stipends between dioceses

The main principles behind the CSA's recommendations are that stipends should be adequate, flexible, and equitable (see paragraph 2 of Annex 1), and the two issues above impact on the principles that stipends should be:

adequate for clergy to discharge their duties without undue financial anxiety

equitable, with stipend levels being broadly convergent and not acting as an impediment to clergy mobility

Adequacy: In common with secular pay in general, stipend levels were reducing in real terms. Effectively the gain in the value of stipend when dioceses achieved *Generosity and Sacrifice* Aspiration 2 in 2006, had all been lost. The 'real value' of the 2011 average stipend for incumbents was the lowest as compared to the Retail Price Index since 2001, the lowest against the Consumer Prices Index since 2004, and the lowest against average earnings since 1983. Because of reduced income dioceses and the Commissioners were not able to afford increases of the order necessary to maintain stipend levels against these comparative indicators.

Equity: Stipends uniformity was now at its worst since the current stipends system was introduced in 1998. Concern was voiced that once stipend uniformity was lost it would not be regained.

The CSA will engage with dioceses and the Church Commissioners as to how to address the ground that has been lost.

1. **Summary**

Key recommendations for 2011/12

The Central Stipends Authority (CSA) recommended a **National Minimum Stipend (NMS)** of **£21,370** (paragraph 4), a 4.6% increase over last year. The CSA also recommended a **National Stipend Benchmark (NSB)** of **£22,810**. This was a 1.5% increase over last year. (paragraph 3)

Estimated value of provided housing July 2011

£ 9,850 (paragraph 17, and Annex 7)

Diocesan stipends levels in 2011/12

The gap between the National Average and the NSB increased from £100 in 2010/11 to £290 in 2011/12 (paragraph 13).

CSA's recommendations for 2012/13 (Annex 8)

The CSA recommends an increase of 2% in the NSB, and 2.5% in the NMS, against forecast increases of 3.3% in the Retail Price Index (RPI), 2.7 % in the Consumer Prices Index (CPI) and 3.0% 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 2011/12

Incumbents and clergy of incumbent status

3. The CSA recommended a National Stipend Benchmark for the stipends year beginning 1 April 2011 of £22,810, which represented an increase of 1.5% on the NSB for 2010/11 of £22,470.
4. The CSA also recommended a National Minimum Stipend of £21,370, an increase of 4.6% on the previous year's figure of £20,430.
5. Regional Stipend Benchmarks (RSBs) for each diocese for 2011/12 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 2011/12

6. In every diocese the Diocesan Basic Stipend (DBS) - defined as the stipend paid to the greatest number of clergy of incumbent status within the diocese - is the minimum stipend paid to incumbents in the diocese. Annex 2 shows DBS for the 2011/12 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. From 31 January 2011 common tenure has applied to all full-time office-holders. This means that it is now unlawful to pay full-time assistant curates below the NMS. For details of what dioceses are paying in 2011/12 see Annex 3.

Archdeacons

8. The CSA recommended a stipend of £31,110 from 1 April 2011 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 2011/12 are shown below, including those for clergy appointed before 1 April 2004.

Stipends for bishops and cathedral clergy 2011/12

	Clergy starting on or after 1 April 2004 £	Clergy in 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	26,490

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 2011/12

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 2011, the National Average Stipend was £23,100. This compared with a figure of £22,570 in 2010/11, an increase of 2.3%. This was larger than the increase in the NSB because about half the dioceses decided to increase stipend by a larger amount in 2011/12 than they would otherwise have done to offset the additional National Insurance contributions that clergy

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).

now have to pay since the Funded Pension scheme became of ‘not-contracted out’ status from 1 January 2011. The CSA decided not to recommend that there should be an uplift in respect of the additional National Insurance contributions paid by clergy but left it up to dioceses to decide whether an uplift should be paid to clergy or not.

13. The National Average Stipend has always been slightly more than the NSB, as shown in the table below. In 2011/12, the gap between the NSB and the National Average Stipend increased from £100 to £290. (see paragraph 12 above for the reason for the larger than normal gap)

	National Average Stipend £	NSB £	Gap between NSB and Average £
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
2011/12	23,100	22,810	290

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 2011/12 stipends year, RPI is forecast to increase by 5% and average earnings by 2.7%.
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 2011

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 **£ 9,860** p.a. Further details are provided at **Annex 7**.

Reimbursement of parochial expenses for the year 2010/11

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 2010/11 indicate that the average sum incurred in expenses during the year by parochial clergy and licensed lay workers was £1,820 of which an average of £170 was not reimbursed. This was 9.3% of incurred expenses.

Expenses of parochial clergy and licensed lay workers 2004/05–2010/11

Year	Average expenses incurred	Average expenses not reimbursed	% Unrounded Expenses not reimbursed	Average expenses claimed but not reimbursed	% Unrounded Expenses claimed but not reimbursed
	£	£	%	£	%
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
2010/11	1,820	170	9.3	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 <http://www.churchofengland.org/clergy-office-holders/clergypay.aspx>. Printed copies are also available, free of charge, from Payroll Services (Clergy), Church House, Great Smith Street, London SW1P 3AZ.

Funding for Stipends 2011/12

20. The 2011/12 stipends bill² for all clergy and licensed lay workers on the central payroll is estimated at £210.3m, a 2.1% increase on the 2010/11 figure of £205.9m. The main component of the increase is the additional Employers' National Insurance contributions that are due since the Funded Pensions Scheme became of 'not-contracted out' status from 1 January 2011. The fall of 1.4% in the number of clergy and lay workers on the central payroll (from 8,705 to 8,581) was less than the increase in the National Average Stipend for incumbents (2.3% – see paragraph 12). The fall in the number of stipendiary payees was 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.

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

21. The stipends bill for the year 2011/12 is expected to be funded from the following sources.

Source	Amount
	£m
Church Commissioners ³	40.2
Cathedrals	0.4
Dioceses and Parishes	153.9
Parochial Fees (incumbents' fees)	15.2
Other Local Income	0.6
Total	210.3

Level of Support for 2011/12

22. In the year from April 2011 to March 2012 the total made available by the Archbishops' Council and the Church Commissioners for parish mission and ministry support was £42.1m. Of this sum, the Archbishops' Council distributed £32.1m (£4.2m of which had to be used for stipends) as parish mission and ministry support to the least resourced dioceses. A further £5.5m was distributed as Mission Development Funding: dioceses may use this money for either specific mission projects or stipend support. £4m has been earmarked for investment in growth, research and development.

Stipends for 2012/13

23. For 2012/13 the CSA Has set a National Stipend Benchmark of £23,270 and a National Minimum Stipend of £21,900, representing an increase of 2% in the NSB, and 2.5% in the NMS on the 2011/12 levels. Recommendations for dignitaries and residentiary canons are based on the stipend levels they received in 2011/12 increased by the same increase as in the NSB.

Common Tenure

24. The Ecclesiastical Offices (Terms of Service) Measure came into effect on 31 January 2011. From that date common tenure applied to all clergy in licensed diocesan or parochial posts at that date and to clergy taking up any diocesan or parochial appointment 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.commontenure.org.

³ The amount of the stipends bill funded from the Church Commissioners' fund excludes the £5.5m distributed by the Archbishops' Council on parish mission development funding in the year ending 31 March 2012. 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.

Pensions

25. For service from 1 January 2011, the full pension will be half of the National Minimum Stipend, however, clergy will also receive the State Second Pension, as the pension scheme became of 'not contracted out' status from that date.
26. 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 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.
27. From 1 January 2011, as a result of the actuarial review which was carried out during 2010, changes to pension arrangements from 1 January 2011 were agreed by the General Synod which meant that the pension contribution rate from 1 January 2011 could be changed to 38.2% of the previous year's National Minimum Stipend. One change was to the 'not contracted out' status of the scheme (see paragraph 25).

On behalf of the Archbishops' Council as Central
Stipends Authority

✘ ROWAN CANTUAR
✘ SENTAMU EBOR

November 2011

ANNEX 1

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, 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 not less than the NMS. 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 2011/12

	Diocesan Basic Stipend 2011 £	Regional Stipend Benchmark 2011 £	Difference between Basic Stipend and RSB	
			£	
Bath & Wells	23,600	23,310	290	1.2%
Birmingham	22,490	22,760	(270)	-1.2%
Blackburn	22,525	21,900	625	2.9%
Bradford*	22,865	22,740	125	0.5%
Bristol*	23,220	23,220	0	0.0%
Canterbury	23,290	23,220	70	0.3%
Carlisle	22,650	21,900	750	3.4%
Chelmsford	23,390	22,790	600	2.6%
Chester	22,437	21,900	537	2.5%
Chichester	23,290	23,220	70	0.3%
Coventry	23,210	22,760	450	2.0%
Derby	23,600	23,240	360	1.5%
Durham	22,000	22,650	(650)	-2.9%
Ely	22,780	22,450	330	1.5%
Exeter	23,660	23,310	350	1.5%
Gloucester	22,970	23,310	(340)	-1.5%
Guildford	25,056	23,220	1,836	7.9%
Hereford*	22,365 +	22,680	(315)	-1.4%
Leicester	23,240	23,240	0	0.0%
Lichfield	23,110	22,760	350	1.5%
Lincoln	22,675	23,080	(405)	-1.8%
Liverpool	22,290	21,900	390	1.8%
London	22,771	23,290	(519)	-2.2%
Manchester	22,807	21,900	907	4.1%
Newcastle	22,211	22,650	(439)	-1.9%
Norwich	22,450	22,450	0	0.0%
Oxford	23,767	23,220	547	2.4%
Peterborough	23,110	23,110	0	0.0%
Portsmouth	23,224	23,220	4	0.0%
Ripon & Leeds	22,740	22,740	0	0.0%
Rochester	23,585	23,240	345	1.5%
St Albans	23,570	23,220	350	1.5%
St Edmundsbury & Ipswich	22,113 \$	22,450	(337)	-1.5%
Salisbury	23,360	23,310	50	0.2%
Sheffield	22,740	22,740	0	0.0%
Southwark*	23,770	23,290	480	2.1%
Southwell & Nottingham	23,010	23,240	(230)	-1.0%
Truro	23,590	23,310	280	1.2%
Wakefield	23,530	22,740	790	3.5%
Winchester	23,280	23,220	60	0.3%
Worcester	22,834	22,760	74	0.3%
York	23,000	22,740	260	1.1%
Sodor and Man*	23,615 !			
National Stipend Benchmark		22,810		

* stipend from 1 January

+ 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 2011, a travel allowance of £375. 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 2011/12

Assistant Staff

In 2011/12 dioceses paid assistant staff as follows. (2010/11 numbers in brackets)

- 14 (10) dioceses paid assistant staff at the National Minimum Stipend (NMS).
- 4 (7) 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.
- 9 (9) dioceses had a scale ranging from the NMS to the basic rate for incumbents in the diocese.
- 8 (4) dioceses had a scale ranging from the NMS to a point lower than the basic rate for incumbents in the diocese.
- 4 (4) dioceses had a scale ranging from above the NMS to the basic rate for incumbents in the diocese.
- 2 (5) dioceses had a scale ranging from above the NMS to a point lower than the basic rate for incumbents in the diocese.

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, 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 not 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 (£32,300), and from 1 April 2004 (£31,110), 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	33,110	31,582
Chelmsford	33,110	31,580
Derby		31,654
Ely	32,860	31,670
Gloucester	31,662	31,662
Leicester	33,080	
Lichfield	32,625	
Liverpool	32,849	31,639
London	32,682	
Portsmouth	32,813	31,298
Ripon and Leeds		31,263
St Albans	32,650	32,650
Southwark	32,750	31,233
Truro		31,577
Worcester	32,652	31,154

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 1998-2011

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%	2.5%
2011	21,370	4.6%	22,810	1.5%	5.0% *	2.7% *
1998-2011		49.0%		50.9%	45.2% *	58.4% *

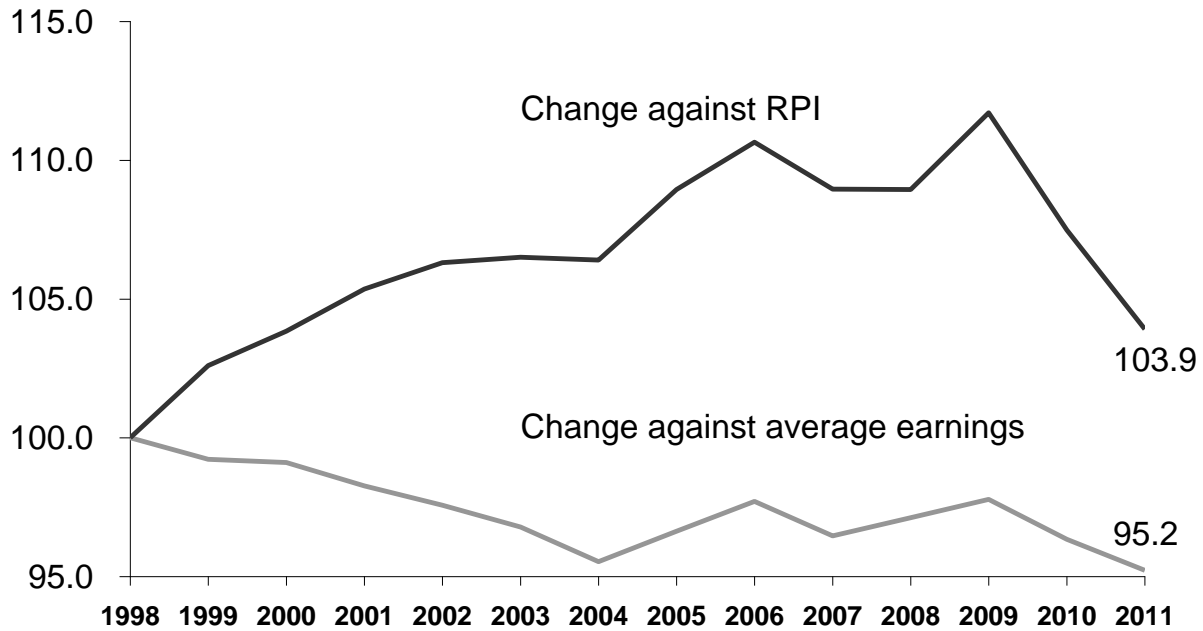
* estimated

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.

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



2011 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 2011 the NSB was 3.9% more than it would have been if increases since 1998 had been in line with RPI and 4.8% 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 – July 2011

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	3,762	(1)
Water charges	373	(2)
Council Tax	1,584	(3)
Maintenance and external decorations	713	(4)
Insurance	275	(5)
Sub total	6,707	
Tax and NI adjustment	3,156	(6)
Total	9,863	
Say	9,860	

- (1) Average outstanding interest rate of 3.45% on average outstanding mortgage of £109,032 (figures from the Credit Action website August 2011).
- (2) From 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 2011 marginal rate of 12%.

Stipends for 2012/13

The Archbishops' Council, as Central Stipends Authority, has set the National Minimum Stipend at £21,900 **with effect from 1 April 2012**. 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.

The Archbishops' Council, as Central Stipends Authority, also makes the following recommendations **with effect from 1 April 2012**.

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 £23,270.
- (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 £31,730 or £32,950 for archdeacons appointed before 1 April 2004. In cases where the archdeacon was receiving more than £31,730 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 £31,730. 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.

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)).

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 £2,190.

(b) First Appointment Grants: The CSA recommends that all stipendiary ministers should receive a First Appointment Grant of at least £2,190, 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 2012/13

	Senior Clergy starting on or after 1 April 2004 £	Senior Clergy in equivalent or higher paid post before 1 April 2004 £
Archbishop of Canterbury	73,310	74,450
Archbishop of York	62,830	-
Bishop of London	57,590	60,820
Diocesan Bishops	39,800	40,410
Suffragan Bishops	32,470	33,170
Assistant Bishops (full-time)	31,430	31,840
Deans	32,470	33,170
Residentiary Canons	25,130 Regionally adjusted See table below	27,020

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

	2012/13 Regional Stipend Benchmark	2012/13 residentiary canons starting on or after 1 April 2004
	£	£
1 Bath & Wells	23,830	25,730
2 Birmingham	23,270	25,130
3 Blackburn	22,390	24,180
4 Bradford	23,320	25,180
5 Bristol	23,710 *	25,730
6 Canterbury	23,760	25,660
7 Carlisle	22,390	24,180
8 Chelmsford	23,290	25,160
9 Chester	22,390	24,180
10 Chichester	23,760	25,660
11 Coventry	23,270	25,130 +
12 Derby	23,810	25,710
13 Durham	23,320	25,180
14 Ely	22,970	24,800
15 Exeter	23,830	25,730
16 Gloucester	23,830	25,730
17 Guildford	23,760	25,660
18 Hereford	23,160 *	25,130
19 Leicester	23,810	25,710
20 Lichfield	23,270	25,130
21 Lincoln	23,640	25,530
22 Liverpool	22,390	24,180
23 London	23,690	25,580
24 Manchester	22,390	24,180
25 Newcastle	23,320	25,180
26 Norwich	22,970	24,800
27 Oxford	23,760	25,660
28 Peterborough	23,670	25,560
29 Portsmouth	23,760	25,660
30 Ripon & Leeds	23,320	25,180
31 Rochester	23,740	25,630
32 St Albans	23,760	25,660
33 St Edmundsbury & Ipswich	22,970	24,800
34 Salisbury	23,830	25,730
35 Sheffield	23,320	25,180
37 Southwark	23,690	25,580
38 Southwell	23,810	25,710
39 Truro	23,830	25,730
40 Wakefield	23,320	25,180
41 Winchester	23,760	25,660
42 Worcester	23,270	25,130
43 York	23,320	25,180
National Stipend Benchmark	23,270	

* from 1 January

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

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