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The 41st Report
of
The Central Stipends Authority

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CONTENTS

Report of the Central Stipends Authority to the General Synod for the year 2013	1
<i>Annex 1</i> The role and functions of the Central Stipends Authority (CSA)	7
<i>Annex 2</i> Diocesan Basic Stipends and Regional Stipends Benchmarks 2013/14	8
<i>Annex 3</i> Assistant staff and archdeacons' stipends 2013/14	9
<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	10
<i>Annex 5</i> National Average and National Minimum Stipend for incumbents 1998-2013	11
<i>Annex 6</i> Change in value of National Average Stipend of Incumbent Status Clergy against RPI and Average Earnings from 1998	12
<i>Annex 7</i> Estimated value of provided housing – July 2013	13
<i>Annex 8</i> Stipends for 2014/15	14

1. Summary

Key recommendations for 2013/14

The Central Stipends Authority (CSA) recommended a **National Minimum Stipend (NMS)** of **£22,340** (paragraph 4), a 2% increase over last year. The CSA also recommended a **National Stipend Benchmark (NSB)** of **£23,740**. This was also a 2% increase over last year. (paragraph 3)

Estimated value of provided housing July 2013

£ 9,950 (paragraph 18, and Annex 7)

Diocesan stipends levels in 2013/14

The gap between the National Average and the NSB decreased from £310 in 2012/13 to £260 in 2013/14 (paragraph 13).

CSA's recommendations for 2014/15 (Annex 8)

The CSA recommends an increase of 2% in the NSB, and 2% in the NMS, against forecast increases of 3.1% in the Retail Price Index (RPI), 2.4% in the Consumer Prices Index (CPI) and 2.4% 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 2013/14

Incumbents and clergy of incumbent status

3. The CSA recommended a National Stipend Benchmark for the stipends year beginning 1 April 2013 of £23,740, which represented an increase of 2.0% on the NSB for 2012/13 of £23,270.
4. The CSA also recommended a National Minimum Stipend of £22,340, an increase of 2.0% on the previous year's figure of £21,900.
5. Regional Stipend Benchmarks (RSBs) for each diocese for 2013/14 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 2013/14

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 2013/14 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 2013/14 see Annex 3.

Archdeacons

8. The CSA recommended a stipend of £32,360 from 1 April 2013 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 2013/14 are shown below, including those for clergy appointed before 1 April 2004.

Stipends for bishops and cathedral clergy 2013/14

	Clergy starting on or after 1 April 2004 £	Clergy in post before 1 April 2004 £
Archbishop of Canterbury	74,780	-
Archbishop of York	64,090	-
Bishop of London	58,740	62,040
Diocesan Bishops	40,600	41,220
Suffragan Bishops	33,120	33,830
Assistant Bishops (full-time)	32,060	32,480
Deans	33,120	33,830
Residentiary Canons	25,630 Regionally adjusted	27,560

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 2013/14

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 2013, the National Average Stipend was £24,020. This compared with a figure of £23,580 in 2012/13, an increase of 1.8%.

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).

13. The National Average Stipend has always been slightly more than the NSB, as shown in the table below. In 2013/14, the gap between the NSB and the National Average Stipend decreased from £310 to £280.

	National Average Stipend £	NSB £	Gap between NSB and Average £
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
2012/13	23,580	23,270	310
2013/14	24,020	23,740	280

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 2013/14 stipends year, RPI is forecast to increase by 3.1%, CPI by 2.6%, and average earnings by 1.3%.
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 1998.

The clergy remuneration package

16. 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

17. 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

18. 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 **£9,950** 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.

Reimbursement of parochial expenses for the year 2012/13

19. 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 2012/13 indicate that the average sum incurred in expenses during the year by parochial clergy and licensed lay workers was £1,920 of which an average of £190 was not reimbursed. This was 9.8% of incurred expenses.

Expenses of parochial clergy and licensed lay workers 2006/07–2012/13

Year	Average expenses incurred £	Average expenses not reimbursed £	% Unrounded Expenses not reimbursed %	Average expenses claimed but not reimbursed £	% Unrounded Expenses claimed but not reimbursed %
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
2011/12	1,925	185	9.5	50	2.6
2012/13	1,920	190	9.8	60	3.1

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.

20. The averages in the table above are calculated on the number of clergy who returned figures for the year 2012/13. Most clergy claimed for all legitimate expenses and were reimbursed in full, so the impact on individual clergy who do not have expenses completely reimbursed may be much greater than reflected in the table. 20% of clergy who returned figures did not claim some or all expenses. The average amount unclaimed (of those who did not claim some or all expenses) was £922. 4% of clergy were not reimbursed some or all of the amount claimed, and the average amount claimed but not reimbursed (of those who made a claim which was not wholly or partly reimbursed) was £1,308.
21. 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 2013/14

22. The 2013/14 stipends bill² for all clergy and licensed lay workers on the central payroll is estimated at £207.8m, a 0.6% decrease on the 2012/13 figure of £209.1m. The fall of 2.4% in the number of clergy and lay workers on the central payroll was more than the increase in the National Average Stipend for incumbents (1.8% – see paragraph 12). 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 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).
23. The stipends bill for the year 2013/14 is expected to be funded from the following sources.

Source	Amount
	£m
Church Commissioners ³	41.8
Cathedrals	0.4
Dioceses and Parishes (including DBF fees)	164.7
Parochial Fees (incumbents' fees)	0.4
Other Local Income	0.5
Total	207.8

Level of Support for 2013/14

24. In the year from April 2013 to March 2014 the total made available by the Archbishops' Council and the Church Commissioners for parish mission and ministry support was £44.7m. Of this sum, the Archbishops' Council distributed £34.2m (£4.3m of which had to be used for stipends) as parish mission and ministry support to the least resourced dioceses. A further £5.9m was distributed as Mission Development Funding: dioceses may use this money for either specific mission projects or stipend support. In the 2011-2013 and 2014 – 2016 triennia, £12.0m and £15.0m respectively has been earmarked for investment in growth, research and development.

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

³ The amount of the stipends bill funded from the Church Commissioners' fund excludes the £5.9m distributed by the Archbishops' Council on parish mission development funding in the year ending 31 March 2014. 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.

Stipends for 2014/15

25. For 2014/15 the CSA has set a National Stipend Benchmark of £24,210 and a National Minimum Stipend of £22,790, representing an increase of 2% in the NSB and the NMS on the 2013/14 levels. Recommendations for dignitaries and residentiary canons are based on the stipend levels they received in 2013/14 increased by the same increase as in the NSB.

Pensions

26. 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. Clergy also started to earn State Second Pension (S2P) as the pension scheme ceased to be contracted out of S2P from that date. Members will not earn any additional S2P from April 2016 when S2P closes to future accrual but will earn the new single tier state pension which is payable at an increased level in comparison with the Basic State Pension which it replaces.
27. The maximum pension that could usually be earned prior to 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 in respect of pensionable service after that date has been progressively met from local sources, and collected by the Pensions Board via dioceses.
28. 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. The results of the actuarial valuation at 31st December 2012 are now known. The Pensions Board has 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 will be extended to 12 years from 1st January 2014.

On behalf of the Archbishops' Council as Central Stipends Authority

✘ Justin Cantuar:
✘ Sentamu Eboracensis

November 2013

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

Diocesan Basic Stipends and Regional Stipends Benchmarks 2013/14

	Diocesan Basic Stipend 2013 £	Regional Stipend Benchmark 2013 £	Difference between Basic Stipend and RSB	
			£	
Bath & Wells	24,550	24,210	340	1.4%
Birmingham	23,575	23,760	(185)	-0.8%
Blackburn	23,436	22,860	576	2.5%
Bradford*	23,906	23,830	76	0.3%
Bristol*	24,090	24,090	0	0.0%
Canterbury	23,760	24,240	(480)	-2.0%
Carlisle	23,680	22,860	820	3.6%
Chelmsford	24,330	23,810	520	2.2%
Chester	23,460	22,860	600	2.6%
Chichester	24,310	24,240	70	0.3%
Coventry	24,140	23,760	380	1.6%
Derby	24,794	24,260	534	2.2%
Durham	23,220	23,860	(640)	-2.7%
Ely	23,705	23,530	175	0.7%
Exeter	24,335	24,210	125	0.5%
Gloucester	23,900	24,210	(310)	-1.3%
Guildford	26,196	24,240	1,956	8.1%
Hereford*	23,295 +	23,650	(355)	-1.5%
Leicester	24,260	24,260	0	0.0%
Lichfield	23,815	23,760	55	0.2%
Lincoln	24,120	24,120	0	0.0%
Liverpool	23,191	22,860	331	1.4%
London	23,808	24,120	(312)	-1.3%
Manchester	23,263	22,860	403	1.8%
Newcastle	23,220	23,860	(640)	-2.7%
Norwich	23,530	23,530	0	0.0%
Oxford	24,102	24,240	(138)	-0.6%
Peterborough	24,040	24,140	(100)	-0.4%
Portsmouth	24,400	24,240	160	0.7%
Ripon & Leeds	23,830	23,830	0	0.0%
Rochester	24,675	24,190	485	2.0%
St Albans	24,605	24,240	365	1.5%
St Edmundsbury & Ipswich	23,250	23,530	(280)	-1.2%
Salisbury	24,310	24,210	100	0.4%
Sheffield	23,775	23,830	(55)	-0.2%
Southwark*	24,366	24,120	246	1.0%
Southwell & Nottingham	23,940	24,260	(320)	-1.3%
Truro	24,543	24,210	333	1.4%
Wakefield	24,600	23,830	770	3.2%
Winchester	24,240	24,240	0	0.0%
Worcester	23,760	23,760	0	0.0%
York	23,930	23,830	100	0.4%
Sodor and Man*	26,698 !			
National Stipend Benchmark		23,740		

* stipend from 1 January

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

! In 2013 Clergy receive Easter Offering in addition to this figure in Sodor and Man, and 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 2013/14

Assistant Staff

In 2013/14 dioceses paid assistant staff as follows. (2012/13 numbers in brackets)

- 14 (15) dioceses paid assistant staff at the National Minimum Stipend (NMS).
- 5 (4) 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.
- 12 (5) dioceses had a scale ranging from the NMS to the basic rate for incumbents in the diocese.
- 5 (10) dioceses had a scale ranging from the NMS to a point lower than the basic rate for incumbents in the diocese.
- 5 (3) dioceses had a scale ranging from above the NMS to 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 (£22,340 for 2013/14), 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 (£33,610), and from 1 April 2004 (£32,360), 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	34,445	32,860
Chelmsford	34,110	32,850
Derby		33,256
Ely	34,190	32,946
Guildford		32,365
St Albans		33,610
Southwark	33,280	32,047

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 1998-2013

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%	3.1%	1.3%
1998-2013		55.8%		57.0%	54.0%	60.6%

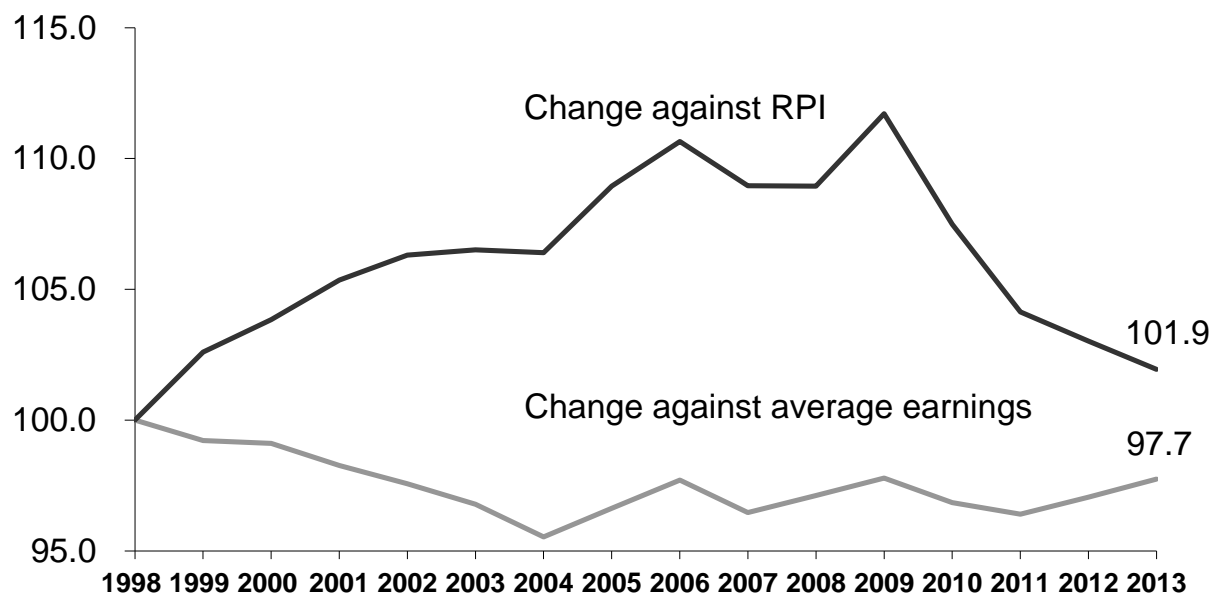
* estimated

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.

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



2013 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 2013 the NSB was 1.9% more than it would have been if increases since 1998 had been in line with RPI and 2.3% 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 2013

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	3,756	(1)
Water charges	412	(2)
Council Tax	1,603	(3)
Maintenance and external decorations	713	(4)
Insurance	281	(5)
Sub total	6,765	
Tax and NI adjustment	3,184	(6)
Total	9,949	
Say	9,950	

- (1) Average outstanding interest rate of 3.34% on average outstanding mortgage of £112,464 (figures from the Credit Action website July 2013).
- (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 2013 marginal rate of 12%.

Stipends for 2014/15

The Archbishops' Council, as Central Stipends Authority, has set the National Minimum Stipend at £22,790 **with effect from 1 April 2014**. 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 2014**.

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 £24,210.
- (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 £33,010 or £34,280 for archdeacons appointed before 1 April 2004. In cases where the archdeacon was receiving more than £33,010 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 £33,010. 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, 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)).

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 from 1 April 2014

(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.

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 See table below	28,110

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

	2014/15 Regional Stipend Benchmark	2014/15 residentiary canons starting on or after 1 April 2004
	£	£
1 Bath & Wells	24,550	26,510
2 Birmingham	24,140	26,060
3 Blackburn	23,240	25,090
4 Bradford\$ see below	24,330	26,270
5 Bristol\$	24,430 *	26,510
6 Canterbury	24,690	26,660
7 Carlisle	23,240	25,090
8 Chelmsford	24,230	26,170
9 Chester	23,240	25,090
10 Chichester	24,690	26,660
11 Coventry	24,140	26,060 +
12 Derby	24,620	26,580
13 Durham	24,210	26,140
14 Ely	24,060	25,980
15 Exeter	24,550	26,510
16 Gloucester	24,550	26,510
17 Guildford	24,690	26,660
18 Hereford\$	24,020 *	26,060
Leeds/West Yorks and Dales - see below	24,330	26,270
19 Leicester	24,620	26,580
20 Lichfield	24,140	26,060
21 Lincoln	24,520	26,480
22 Liverpool	23,240	25,090
23 London	24,480	26,430
24 Manchester	23,240	25,090
25 Newcastle	24,210	26,140
26 Norwich	24,060	25,980
27 Oxford	24,690	26,660
28 Peterborough	24,520	26,480
29 Portsmouth	24,690	26,660
30 Ripon & Leeds - see below	24,330	26,270
31 Rochester	24,620	26,580
32 St Albans	24,690	26,660
33 St Edmundsbury & Ipswich	24,060	25,980
34 Salisbury	24,550	26,510
35 Sheffield	24,330	26,270
37 Southwark\$	24,480	26,430
38 Southwell & Nottingham	24,620	26,580
39 Truro	24,550	26,510
40 Wakefield - see below	24,330	26,270
41 Winchester	24,690	26,660
42 Worcester	24,140	26,060
43 York	24,330	26,270
National Stipend Benchmark	24,210	

* from 1 January

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

\$ diocese increases stipends from 1 January

From Easter 2014 the dioceses of Bradford, Ripon and Leeds, and Wakefield will form
a new diocese

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