

STIPEND REVIEW COMMITTEE 2018

Report of a Meeting held on 7 December 2017 at Essex Hall

Attendance: Charles VandenBroeder (GA President) (via skype), Peter Hanley (Honorary Treasurer), Rev Sarah Tinker (MSG Chair), Derek McAuley (Chief Officer) and Rev Martin Whitell (Ministerial Fellowship representative).

1. Apologies for Absence - none

2. Declaration of interests

The position of Rev Sarah Tinker and Rev Martin Whitell as Ministers in receipt of stipend was noted.

3. Views, Recommendations and Comments

No written comments had been received.

4. Report of Previous Meeting – 16 January 2017

The Report had been accepted at the Annual Meetings for implementation from 01 January 2018.

5. Stipend and Scales

Background Information was received from the Chief Officer.

Inflation

The latest available figures from the Office of National Statistics for October 2016 (released 14 November 2017) were as follows (compared to October 2016):

CPI was formerly the main UK measure of consumer domestic price inflation. CPIH became the preferred measure of inflation from March 2017. CPIH is the measure which includes the costs owner occupiers' face in owning, maintaining and living in their own homes. The Retail Prices Index is a longstanding measure.

Consumer Prices Index (CPI)	+3.0%	(+2.1%)
CPIH	+2.8%	(+1.5%)
Retail Prices Index (RPI) All items	+4.0%	(+2.0%)

The Bank of England Inflation report in November 2017 forecasts that inflation will peak in October 2017 and then fall back in 2018 to 2.4% and in 2019 to 2.2%.

Wages and salaries

Average Weekly Earnings from Office of National Statistics published November 2017:

Average weekly earnings regular pay	+2.2%	(-0.3%)
Average weekly earnings total pay	+2.6%	(+0.1%)

Other denominations:

Church of England: from 1 April 2017

National Stipend Benchmark: £25,440 (1.5% increase)

National Stipend Minimum: £23,800

United Reformed Church: from 1 January 2018

£26,186 (2.4 % increase)

Congregational Federation: from 1 January 2018

£25,680 (3.9% increase)

Methodist Church from 1 September 2017

£23,556 (1.6% increase)

Baptist Union Home mission stipend: from 1 January 2018

£22,750 (1.11% increase)

Formulation of Scales

Last year the Committee recommended 4%, following a 4% increase the previous year, in order to achieve the object of parity with the Congregational Federation. There remains a difference in 2018 of £2,304 as the Congregational Federation awarded a 3.9% increase. The Committee reaffirmed its commitment to the objective of parity and therefore recommends an award over inflation of 4% to help move towards the target aspiration.

Current scales with Recommended 4% increase

	Current from 1/1/18	New from 1/1/19 4%
Ministers		
yrs 1 - 5	£23,376	£24,312
yrs 6 - 10	£24,096	£25,068
yrs 10 plus	£25,152	£26,160
Lay Pastors	£20,496	£21,324

These scales are the **minimum** not recommended figures. It is recognised that financial remuneration is not a proper indicator of the value that Ministry brings to our Denomination, and it is this deeper drive that urges the committee to seek to increase the numerical value of stipends. Congregations should pay a higher amount if they are able to and are also encouraged to provide a higher stipend when a minister has additional training, experience, or the ministry setting is particularly challenging.

As the situation of Approved Lay Leaders varies greatly the determination of any compensation is a local matter.

6. Manse Allowance

Last year it was agreed that a 5% increase be implemented for the next two years and that a band for London plus Richmond be set in which the LDPA level would be minimum and the actual level be subject to negotiation between the congregation and Minister.

Current allowance with recommended 5% increase

	Current from 1/1/18	New from 1/1/19 (5%)
Provincial	£6,576	£6,905
LDPA area	£9,444	£9,916
London postcodes	£9,444 minimum	£9,916 minimum

If no manse is available and the minister therefore lives in rental accommodation this should also be the responsibility of the congregation, not the individual, as a manse allowance may not cover actual costs.

7. Resettlement Grants and Removal Costs

No change is recommended. Currently £3,700 is payable in addition to removal contractors' charges. The resettlement grant is taxable and subject to NIC unless it is payable against actual bills provided the Minister. For further information consult HM Revenue & Customs booklet 480.

Where a personal vehicle is used for removals, mileage allowances should be claimed at General Assembly rate. If a removal contractor is used, the claim must be substantiated by receipts and the charge be the lowest of three quotations.

8. Mileage Allowance:

Mileage allowance is in line with HMRC rules.

Cars: 45p/mile

Motorcycles: 24p/mile.

Pedal cycles: 20p/mile

Public Transport rate 30p/mile (Reimbursed at actual cost)

9. Pulpit Supply

No change is recommended with current rates confirmed:

£50 plus expenses which is a minimum rate and if congregations wish to pay more they are encouraged to do so. It is recommended that special fees should be negotiated for special occasions as Anniversary Services, where additional preparation is required. Fees should always be offered and claimed in full.

Discussion took place on the mileage rate to be paid for pulpit supply. The HMRC rates (above) were recommended with the public transport rate as the minimum if funding is a problem.

10. Other Business - none

11. Date of Next Meeting

To be arranged prior to the Executive Committee meeting in January 2019.

12. Request for Views, Recommendations and Comments:

In advance of next year's review, the Committee invites and encourages congregations and Ministers to submit views and recommendations regarding the matters covered in this report. In particular they would like views on possible comparators to use as at one time parity with the teaching profession was seen as appropriate.

In order that such submissions may be reviewed before the next meeting, please send any such communications to the Chief Officer to arrive **by 30 November 2018**.

Approved by the GA Executive Committee on 19 January 2018.