

Paper H4

Amendments to the Plan for Partnership in Ministerial Remuneration

Ministries Committee

Basic information

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Action required	Decision.
Draft resolution(s)	Resolution 21 1. General Assembly agrees to a change of wording in 6.3.2 from spouse and children to spouse/partner and dependent children in 6.3.2. Resolution 22 2. General Assembly recommends that the Fixed Car allowance be increased from £1,200 to £2,400 for cars and £300 to £600 for motorcycles, and urges local churches to implement this from September 2024. Resolution 23 3. General Assembly agrees a change of wording from Ministerial Working Week to Ministerial Hours in 7. Resolution 24 4. General Assembly agrees the changes to holiday entitlement in 8 to include when to carry over holiday to the following year for sick leave, parental leave or Jury Service; expectations for sabbatical and holiday leave; Bank Holidays and days in lieu for Christmas Day and Good Friday.

Summary of content

Subject and aim(s)	This paper brings the latest revision to the Plan for Partnership in Ministerial Remuneration.
Main points	A change of wording in 6.3.2 from spouse and children to spouse/partner and dependent children in 6.3.2;

	<p>To increase the Fixed Car allowance from £1,200 to £2,400 for cars and £300 to £600 for motorcycles and urges local churches to implement this immediately;</p> <p>A change of wording from Ministerial Working Week to Ministerial Hours in 7;</p> <p>To clarify changes to holiday entitlement in 8 to include when to carry over holiday to the following year for sick leave, parental leave or Jury Service; expectations for sabbatical and holiday leave; Bank Holidays and days in lieu for Christams Day and Good Friday.</p>
Previous relevant documents	Plan for Partnership 2024.
Consultation has taken place with...	

Summary of impact

Financial	For local churches.
External (eg ecumenical)	

1. The Plan for Partnership in Ministerial remuneration has not seen significant change since 2012.
2. For the purposes of this paper, ministers refers to both ministers of the Word and Sacraments and Church Related Community Workers.
3. The amendments are as follows: Part III – Entitlements
 - 3.16.3.2 Manses are provided for the pursuance of a minister’s duties. The revision clarifies what is meant by immediate family. *Manse Accommodation: for the purposes of the Plan a manse means a home for the minister and their immediate family (spouse/partner and dependent children), owned or leased by the church, provided and maintained in good repair and decoration, free of rent, ground rent, council tax, all rates (where payable), water/sewage charges and property insurance (see Appendix D – National Manse Guidelines).*
 - 3.26.3.4.2 and Appendix 1 Approved Rates under the Plan: Fixed Car Allowance. The fixed car allowance has been £1,200 per annum since it was last review in 2008. Over the past 13 years (2010-2023) inflation as measured by CPI has risen 46%. Arguably, car prices have risen by more than CPI; one source suggests car prices have risen between 54% and 123% in the ten years 2012-2022. This also means that car prices are a significantly higher proportion of median income. Interest rates have risen in the past 18 months, although this is difficult to generalise as car dealers often have offers on car finance deals.

Therefore, Ministries Committee believes the Fixed Car allowance should be £2,400 per annum for cars and £600 per annum for motorcycles.

4. 7 Ministerial Working Week to become Ministerial **Hours**. Fewer ministers are able to take a fixed day off per week as they are accommodating larger pastorates and the spread of their work. Ministries still urges ministers to be sensible about the number of hours they serve to be spread across a calendar month.

7. *Ministerial Hours*

*The 2010 General Assembly resolved that there should be more clarity in defining hours of **service** and recommended that, translated into hours in a four-week period, **a minister should be serving** no less than 160 hours and not more than 192 hours.*

- 4.18 Holiday Entitlement. There is a new 8.1 8.2, 8.3 and 8.4 to give clarity to when it is possible to carry holiday over to the next year; what happens when a minister's regular day off falls on a Bank Holiday, and time off in lieu of working Christmas day and Good Friday.

8.1 *Ministers are entitled to five weeks' holiday in each calendar year and one further Sunday away from the pastorate, plus bank holidays. When a minister only serves for part of a year, the holiday provision should be pro rata.*

8.2 *One week of holiday may be carried forward to the following year. Holiday entitlement is not affected by sick leave, parental leave or Jury Service. Such periods of leave/absence may result in more than one week's holiday being carried forward into the following year. It should be possible to take a sabbatical and holiday entitlement within one calendar year.*

8.3 *Where a minister's regular day off falls on a Bank Holiday, another day should be taken in lieu within one calendar month.*

8.4 *If ministers serve on Christmas Day and Good Friday (as ministers in pastorate would normally be expected to), another day should be taken in lieu within one calendar month.*