



THE CHURCH  
OF ENGLAND

**Diocese of St Edmundsbury  
and Ipswich**

## **Summary of Standard Terms of Appointment**

The following clauses constitute a summary of the standard terms of appointment and remuneration for full time stipendiary clergy within the Diocese of St Edmundsbury and Ipswich. Further details can be obtained from the diocesan office.

**Terms of Service:** Clergy are appointed in accordance with and are subject to statutory provision including (but not limited to) the Pastoral Measure 1983, the Clergy Discipline Measure 2003 and the new Ecclesiastical Offices (Terms of Service) Regulations which came into force in January 2011.

**Stipend:** Stipendiary clergy receive a stipend, or maintenance allowance, to enable them to live and minister without undue financial worry. From 1 April 2016 the standard stipend for full time ministers of incumbent status in the Diocese of St Edmundsbury and Ipswich is £24,930. This is paid monthly in arrears by the Church Commissioners, on behalf of the diocese, on the last working day of each month.

**Pension:** Stipendiary clergy are entitled to membership of the Church Commissioners' non contributory defined benefits pension scheme.

**Housing:** An unfurnished house is provided rent free for the post holder and their family during the tenure of the post.

**Utilities:** Water Rates and Council Tax are payable by the diocese. The post holder is responsible for heating, lighting and cleaning. Some tax allowance is reclaimable on these costs.

**Fees:** Under the provisions of the Parochial Fees Order 2011, implemented 2013, incumbents' fees are replaced with fees payable to diocesan boards of finance. No fees are payable to individual post holders.

**Expenses:** Expenses necessarily incurred in carrying out ministry are fully reimbursed.

**Grants:** A resettlement grant of £2,325 is paid to assist with incidental costs of relocation. In addition, a first appointment grant of £2,325 is paid on taking up a curacy or a first incumbency.

**Removal expenses:** The diocese pays for removal costs within the UK mainland, subject to verification in the diocesan office. In the case of a removal from overseas, the diocese pays only those costs incurred from the port of entry.

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