

The St Andrew's Anglican Church Tangier - Remuneration Information

Stipend

Annual gross stipend will be **€20,000 (0.082) Euros** and is taxed locally at **Progressive tax system - Basic rate 20%**

The source of the stipend is: **Chaplaincy Funds**

UK Citizens (stipendiary clergy). The Chaplaincy Council will pay Class II UK National Insurance contributions or an equivalent scheme of another country. **Chaplaincy Council Pays.**

Non-UK citizens (stipendiary clergy): contributions to similar national scheme **NO**

Chaplaincy paying contributions to the Church of England Funded Pension Scheme (CEFPS)? **NO**

It is the responsibility of the Office Holder to ensure that personal tax liability is understood and met wherever it is due. It is the responsibility of the Chaplaincy Council to ensure that its tax liability on behalf of the Office Holder is understood and met.

Bishop's Licence

The duration of licences is governed by Sections 17A and 17B of the Diocesan Constitution. Licences are in principle of unlimited duration, but subject to the conditions in these Sections. In particular, in accordance with Section 17B 1 (i) and in order not to prejudice the interests of the licence holder or the diocese, the Bishop may grant a limited term licence to a postholder.

Pension

For all stipendiary clergy contributions to the Church of England Pension Scheme are payable by the Chaplaincy Council quarterly in advance through the diocesan office.

Clergy who do not meet the requirements of the CEFPS will need to have alternative arrangements provided: any alternative must be a contributory scheme, and offer equivalent or comparable benefits to the CEFPS – it will remain the case that the Chaplaincy will be responsible for such contributions

Residence

Address: **TBC**

DESCRIPTION:

TBC.

Tel: **TBC**

E-mail: **TBC**

Expenses to be met by the Chaplaincy Council as indicated

Rent	Yes
Rates	Yes
Heating	Yes
Water	Yes
Gas	Yes
Electricity	Yes
Domestic Help	Yes/No
Telephone & Official Usage	Yes
Official Stationery, Official Postage & Official Entertaining costs	Yes
Chaplaincy car	No
Allowance for use of own Car	No
If Yes, give details of the allowance and / or rate per Km	-
Provision of Garage or Garage/Parking Expenses	No
Allowance or reimbursed costs for Other Modes of Transport	Yes – taxi's/cars dedicated to chaplaincy use
Any other expenses covered by the Chaplaincy Council?	Yes
If yes give details	Attendance costs for annual Archdeaconry Synod

Other Financial Details

Is tax payable locally on other financial benefits or benefits in kind? **N/A**

If Yes, at what rate?

Annual Leave

There is an entitlement to thirty-six days annual leave and a typical pattern might be a week's leave after Christmas and Easter (including where possible a Sunday) and the remaining entitlement at other times of the year. The approval of the Archdeacon must be sought if there is a wish to be absent from the Chaplaincy for more than four consecutive Sundays.

Maternity, Paternity, Parental and Adoption Leave

There is an entitlement to Maternity, Paternity, Parental and Adoption leave, and time off to care for dependents in accordance with directions given by the Archbishop's Council as Central Stipends Authority.

*Medical Cover

It is a Diocesan requirement for ****stipendiary licensed clergy and their families** to be fully covered for medical care. This must be in place from the date of the commencement of the term of office. The cost must be covered by the Chaplaincy Council. The level of benefit must cover the full costs of treatment, including hospital treatment, in the country concerned, and provision made for all emergencies including repatriation where necessary.

Note(s)

1. Fully covered means that there must be no cost to the Office Holder.
2. *This may not apply to a few clergy more usually assistant clergy in the NSM (Non-Stipendiary Ministry) or SSM (Self-Supporting Ministry) category: refer to the Remuneration Information in the Recruitment Pack for a particular post or to the Remuneration / Financial Information provided by the Senior Chaplain / Chaplain / Chaplaincy Council at the beginning of any recruitment process.
3. **stipendiary would include those who receive a benefit in kind e.g House for Duty.
4. Costs of dental treatment are not covered by the Chaplaincy Council and, therefore, are the responsibility of the Office Holder.

National or State Scheme in country of residence.	No
If Yes give details including name of scheme	Details :
Private Health Insurance Scheme	Yes
If Yes give details including name of scheme.	Details:
Repatriation Scheme	No
If Yes give details including name of scheme.	Details:
CME The Office Holder agrees to take part in the Diocesan programme of CME. The Chaplaincy Council undertakes to make provision for CME at the rate approved each year (currently £200) by the Diocesan Board of Finance. Note arrangements vary between Archdeaconries. CME Guidance Notes are available from Diocesan Office or on the Diocesan Website: www.europe.anglican.org/	
Sabbatical Leave Policy and Guidance Notes available from the Diocesan Office or Website: www.europe.anglican.org/	
Ministerial Development Review MDR Policy available from the Diocesan Office or Website and the following link : https://europe.anglican.org/diocesan-handbook/diocesan-handbook-1	
Capability Procedure A copy of the Capability Procedure is available in the Diocesan Clergy Handbook and at the following link https://europe.anglican.org/downloads/resources/diocese-in-europe---capability-procedure-for-office-holders---march-2020.pdf	
Grievance Procedure A copy of the Grievance Procedure is available in the Diocesan Clergy Handbook and at the following link: https://europe.anglican.org/downloads/resources/diocese-in-europe---grievance-procedure-for-office-holders---march-2020.pdf	
Local Law None	
Travel and Removal Costs	
Travel for Office Holder and family at the start and end of the appointment:	Chaplaincy Council pays
Cost of transporting personal effects at start and end of the appointment	Chaplaincy Council pays
Cost of storage of furniture to be met by Chaplaincy Council:	No
Cost of removal to storage to be met by Chaplaincy Council:	No