

... from the Book of Prayer." lowered two further references in the Prayer Book and to "old worship". It is true, though, each had been prepared Westminster Abbey ser-

Dr Hope stood up to Queen with an inscribed *Common Worship*, the wed little emotion. But she ten the Archbishop said ft-giving would stop there. *Worship* is also published, in electronic form, but I your Majesty the CD-

speech, the Queen also he Church Urban Fund; r determination in the orging unity between the ; and warned about the at exist within the Anglican lon.

full, page 7
service, page 7
Worship, part four of our ge 16-17

NOEL FORTY



at's a good sign — she hasn't left it on her seat"

Union asks for 50% pay-rise

by Rachel Boulding

THE UNION that represents 1500 clerics ("most of them Anglicans") has asked for a 50-per-cent increase in clergy pay.

The clergy section of the Manufacturing, Science and Finance union (MSF) proposes that the level of stipend should be increased from the current benchmark of £16,420 for incumbents to between £23,259 and £25,815. This is currently the pay-level of suffragan bishops. The union says this would bring an incumbent's pay into line with that of a senior practitioner in a social-services department.

The MSF report *What Shall we do About Clergy Stipends?*, released on Monday, argues that stipends should be replaced by salaries. The authors, Dr Chris Ball, MSF national secretary, and two members of the clergy section, the Revd Graham Blyth and the Revd David MacPherson, propose the abolition of the concept of stipends as "allowances".

They are content with the continued use of the word "stipend", but argue that it should be paid "as of legal right", and should convey "similar rights and expectations as other workers in relation to the pay they receive for the work they do".

WHAT THEY GET NOW

| | |
|--|---------|
| MSF PROPOSAL: | |
| Incumbent (average): | £24,537 |
| CURRENT CLERGY PAY 2000/2001: | |
| Incumbent | £16,420 |
| Residentiary canon | £20,200 |
| Archdeacon | £24,630 |
| Dean | £24,790 |
| Suffragan bishop | £24,790 |
| Diocesan bishop | £30,210 |
| Archbishop of York | £48,770 |
| Archbishop of Canterbury | £55,660 |
| Comparison: classroom teacher after 6 years: | £21,249 |

They are concerned about the vulnerable position of clergy, without employee status and enforceable contracts of employment.

Among the report's other proposals are a reduction of the differentials between parish clergy and residentiary canons; the establishment of a clergy conditions and review body; a system of regional allowances to take account of differences in the cost of living across the country; and a scheme under which clergy could acquire freehold

equity in property, to avoid having to acquire a house on retirement.

It is estimated that the proposals would put an extra £75 million on to the Church's stipends bill. In the report, the MSF offers few details about how this money might be raised. The authors suggest that the Church should act more like a commercial company, reviewing its core business and redirecting its resources. As an example, it suggests that the maintenance of historic buildings takes up too much money and could be shared with the Government and heritage bodies.

The report is MSF's submission to the clergy-stipends review group, which is due to

report next September to the Archbishops' Council (which fixes the level of clergy pay). It has a wide-ranging remit, covering the nature and level of clergy remuneration, including the definition of terms such as "stipend" and "salary".

In response, the Ven. Gordon Kurht, director of the Ministry Division, said he was "extremely grateful" to the MSF for its submission, but that it was neither more nor less important than that of any other

group. He said that he meets regularly with the MSF, and enjoys "friendly relations", but the union was not representative of the majority of clergy. He refused to comment on the details of the their proposals.

Both sides are now waiting for a government consultation paper, in the wake of the new Employment Relations Act. According to Dr Ball, the MSF is hoping that it might propose widening the definition of "employee" or "worker" to include clerics.

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