

## St Mark's Church, Versailles - Remuneration Information

### **Stipend**

Annual stipend will be €28,995 (£25,594 at €£ 1.12) and is taxed locally at less than 10% depending on family status.

The source of the stipend is Church funds and is payable monthly in Euros.

The Church Council will pay Class II UK National Insurance contributions or to an equivalent scheme of another country.

*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 Parish / Church / Chaplaincy Council to ensure that its tax liability on behalf of the Office Holder is understood and met.*

### **Bishop's Licence**

It is Diocesan Policy that the Bishop's Licence is time limited to five years unless an agreement or local circumstances e.g. funding dictate a period of less than five years. This in no way precludes the possibility of the licence being renewed for a further time limited period. This provides for a consistent approach across the diocese and whilst at the same time being in line with the EU cross border pension legislation.

### **Pension**

For all stipendiary clergy contributions to the Church of England Pension Scheme are payable by the Parish / Church / Chaplaincy Council quarterly in advance through the diocesan office. In exceptional and approved cases (for example, a contributory national scheme offering at least comparable benefit), it may be possible to opt out of the Church of England scheme or continue to be part of a scheme of another Church.

### **State Second Pension (SSP)**

Part of pension arrangements for clergy in the UK is being contracted in to SSP and making a contribution through Class I NI. This option is not available to clergy in the Diocese in Europe but compensation is made by Parish / Church / Chaplaincy Councils using Church of England Additional Voluntary Contributions (AVCs). This only applies to clergy who are in the C of E Pension Scheme.

### **Medical Assessment**

New entrants to the C of E Pension Scheme will be required to complete a medical assessment by the C of E Pensions Board prior to admission. The same applies to re-entrants after any period of time out of the C of E Scheme.

### **New and Existing Members of the Church of England Pension Scheme**

In order to be in line with EU cross-border pension legislation, which came into force at the end of March 2006, it has been agreed that clergy ministering in EEA countries fall into the category of 'seconded workers'. This agreement requires that the Bishop's licence be time limited for a period of up to five years. This does not preclude the possibility of the licence being extended for a further time limited period.

### **Qualifications for Entry to the Church of England Pension Scheme**

Only clergy who have served (or trained) in the UK immediately prior to appointment in the Diocese in Europe and who also expect to return to the UK for future employment or to retire or for other reason will meet the characteristics of a seconded worker. Clergy who do not meet the characteristics will need to make alternative arrangements for pension provision, which must be contributory and of equivalent or comparable benefit to the Church of England Pension Scheme

### **Residence**

Address: 31 rue du Pont Colbert, 78000 Versailles, France.

Description: Large Kitchen; 2 large Reception Rooms; 2 Bathrooms; 1 Shower Room; 4 Bedrooms & 3 WCs. The residence is partially furnished and is adjacent to the church building.

Tel: +33 1 39 51 47 07

Fax: +33 1 39 02 79 45

E-mail: pastor@stmarksversailles.org

### **Expenses**

Rent	N/A
Rates	Yes
Heating, Water, Electricity & Gas	Yes
Domestic Help	No
Telephone – personal calls to be discussed	Yes
Official Stationery & Postage	Yes
Official Entertaining – to be discussed	Yes
Parish Car	Yes
On and off-street parking available	Yes
Allowance for Other Modes of Transport	Yes
Any other expenses covered by the Church Council?	No

### **Other financial Details**

If any other Financial benefits were to be payable (not currently foreseen), and depending on family status, then they would be taxable at around 10%.

### **Rest Period**

There is an entitlement to an uninterrupted rest period of not less than twenty-four hours in any period of seven days.

**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 Parish / Church / 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 dependants 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 Parish / Church / 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 / Parish / Church / 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 Parish / Church / Chaplaincy Council and, therefore, are the responsibility of the Office Holder.

National or State Scheme in country of residence.

Yes

If Yes give details including name of scheme

Details: CAVIMAC health and retirement scheme

Private Health Insurance Scheme

Yes

If Yes give details including name of scheme.

Details: Swiss Life

Repatriation Scheme

Yes

If Yes give details including name of scheme.

Details: TBA

**CME**

The Office Holder agrees to take part in the Diocesan programme of CME. The Church Council undertakes to make provision for CME at the rate approved each year (currently £150) by the Diocesan Board of Finance. Note arrangements vary between Archdeacons. CME Guidance Notes are available from Diocesan Office or on the Diocesan Website: [www.europe.anglican.org/](http://www.europe.anglican.org/)

**Sabbatical Leave**

Policy and Guidance Notes available from the Diocesan Office or Website: [www.europe.anglican.org/](http://www.europe.anglican.org/)

**Ministerial Development Review**

MDR Policy available from the Diocesan Office or Website: [www.europe.anglican.org/](http://www.europe.anglican.org/)

**Capability Procedure**

Policy not yet available

**Grievance Procedure**

Policy not yet available

**Travel and Removal Costs**

Travel for Office Holder and family at the **start and end** of the appointment:

Council pays

Cost of transporting personal effects at **start and end** of the appointment

Council pays

Cost of storage of furniture to be met by Parish / Church / Chaplaincy Council:

No

Cost of removal to storage to be met by Parish / Church / Chaplaincy Council:

No