

The East Netherlands Group of Chaplaincies Church (comprising Arnhem / Nijmegen and St Mary's Church, Twente) - Remuneration Information

Stipend

Annual stipend will be €27,000 (£23,588 at €/\$ 1.1446) and is taxed locally depending on personal circumstance between 33.5% and 42% excluding an expenses allowance of €2,400.

The source of the stipend chaplaincy funds and will be paid monthly in Euros:

The Chaplaincy Council will pay Class II UK National Insurance contributions but not 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 eg 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

Suitable accommodation will be rented after consultation with the new chaplain and will be furnished, see profile. The previous chaplain's property was 10, 30 and 49Kms from the worship centres.

Expenses

Rent	Yes
Rates	Yes
Heating, Water, Gas & Electricity	No
Domestic Help	No
Telephone	Yes
Official Stationery & Entertaining costs	No
Official Postage	Yes
Chaplaincy car OR allowances for use of own car – negotiable	Yes
Provision of Garage or Garage/Parking Expenses	Depends on property chosen
Allowance for Other Modes of Transport	No
Any other expenses covered by the Parish / Church / Chaplaincy Council?	No

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: basic health insurance
Private Health Insurance Scheme	Yes
If Yes give details including name of scheme.	Details: TBA (additional health cover)
Repatriation Scheme	TBA
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 Parish / Church / Chaplaincy 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 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: 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 <u>start and end</u> of the appointment:	Council pays
Cost of transporting personal effects at <u>start and end</u> 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