**How to use this document:**

On the cover page in the field marked [Parish Name], please type the name of the parish as it appears/ is to appear on the Charity registration, this will then add the parish name to any area in the document where it is referenced.

Space is also provided to note the date on which the policy/document has been adopted by the vestry and the accompanying minute reference. These references can then be used to complete the compliance report later in the year.

Logo, icon

Description automatically generated

Remuneration policy

* Charity Name: [Parish Name]
* Date Adopted:
* Minute Reference:

[Parish Name] is a charity with defined objectives and as such has a duty to donors and stakeholders to exercise tight control over operation and administrative costs.

Clergy of [Parish Name] are not employees; they are office holders. Clergy who are stipendiary are paid a stipend and allowances in accordance with scales approved annually by the Standing Committee of the General Synod of the Church of Ireland and the Representative Church Body. Part-time stipendiary clergy and non-stipendiary clergy in receipt of payments for contracts for service are paid amounts relative to the same scales. In accordance with the provisions of the Constitution of the Church of Ireland and the Diocesan Financial Scheme the Diocesan Council sets rates and scales for allowances and bands of stipend consonant with the scales approved nationally.

People, both paid staff and volunteers, are the greatest asset available to [Parish Name]. It is essential to the function of the parish that it is able to attract and retain suitably qualified, experienced and motivated paid staff. [Parish Name] strives to reward paid staff in a manner that fairly reflects this.

Salaries will be reviewed periodically and may be increased where the parish deems it appropriate and affordable.