

**APPENDIX Q**

**Submission from Representative Church Body to Standing Committee November 2010  
Minimum Approved Stipend – Annual Review Process**

As indicated in the report of the Representative Body to the General Synod 2010 a review of the timing and implementation of the annual review of Minimum Approved Stipend (MAS) was promised due to consistent concerns having been raised at how changing economic circumstances can make decisions on MAS levels inappropriate by the time they are implemented.

Accordingly the Standing Committee is now asked to consider the following proposal for a revised timing and process for arriving at MAS levels, which has been prepared by the RB Stipends Committee and approved by the RB Executive Committee and the Representative Church Body:

Statistical data to 30 June to be used.

RB Stipends Committee to meet in late August/early September to consider MAS levels for the following January.

RB Executive Committee members to consider recommendation of Stipends Committee and make proposal to September meeting of RCB.

September meeting of RCB (to be held in morning) to consider Executive Committee proposal and make recommendation to Standing Committee of General Synod.

September meeting of Standing Committee (to be held in afternoon) to ratify, on behalf of General Synod, recommendation of RCB.

MAS to be implemented in following January.

MAS as implemented in January to be reported to General Synod in that year.

**Recommendation to the Standing Committee**

The Standing Committee is asked to consider:

1. Bringing legislation to the General Synod in 2011 to amend Section 51(1) of Chapter IV of the Constitution to enable the Standing Committee to determine MAS levels on behalf of the General Synod.
2. Agreeing to hold future September meetings of the Standing Committee in the afternoon to allow for the new sequence of recommendation/ratification, on the understanding that the Representative Church Body would make a corresponding amendment to its By-laws to provide for its September meetings to be held in the morning.

**Notes**

- Under the current system a recommendation is arrived at by the Stipends Committee in January, considered by the Executive Committee in February and the RCB in March, recommended to the General Synod in May and implemented the following January.
- The proposed new sequence of events would significantly reduce the delay between the decision on MAS levels and the date of implementation.
- In arriving at the proposal it was noted that a movement of the MAS implementation date away from January each year would cause diocesan and central Church budgetary and administrative difficulties.