

The Anglican Church of St Alban, Copenhagen, Denmark - Remuneration Information

Stipend

Annual stipend will be DKK 300,000 to 350,000 gross (final figure to be negotiated), which after taxes and other statutory duties, gives at NET figure of DKK 12,000-15,000 a month. The gross stipend is taxed locally at 45% - 50% (this is an estimate only as the DK tax system is very complicated). An allowance of DKK 5,000 per quarter against invoices is paid for Chaplaincy entertainment. The monthly stipend is payable in Danish Kroner and payment is outsourced to a company.

The source of the stipend is: Chaplaincy Funds

The Chaplaincy Council will pay either Class II UK National Insurance contributions or a contribution 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.

Pension

For all stipendiary clergy contributions to the Church of England Pension Scheme are payable by 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 Chaplaincy Councils using Church of England Additional Voluntary Contributions (AVCs). This only applies to clergy who are in the CofE Pension Scheme.

Medical Assessment

New entrants to the CofE Pension Scheme will be required to complete a medical assessment by the CofE Pensions Board prior to admission. The same applies to re-entrants after any period of time out of the CofE 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: St Alban's House, Tuborgvej 82, 2900 Hellerup, Denmark

The residence, which is furnished consists of 4 bedrooms; 2 bathrooms; large living room; large cellar with outside access (some used by church for archives etc; garaging for church car; walled private garden, which is low maintenance. All standard white goods. The house, which is 6 kms from the church, is situated in a pleasant suburb, close to supermarkets and the Hellerup an Waterfront shopping centres. See full description at the end of this document.

Tel: 00 45 39 62 77 36

E-mail: chaplain@st-albans.dk or churchwardens@st-albans.dk

Expenses

Rent	Yes
Rates	Yes
Heating – house to attached to district heating on a leased basis	Yes
Water	Yes
Gas	N/A
Electricity	Yes
Domestic Help	N/A
Official telephone usage, official stationery and official postage	Yes
Official Entertaining (see page 1 for details)	Yes
Chaplaincy car The Chaplaincy Council pays the motor tax, servicing and most petrol. A mileage register is obligatory for tax authorities – there is a tax due on use of a company-owned car but the chaplaincy pays this if pastoral ad private mileage is separated.	Yes
There is a double garage, which is used for church storage ie garden equipment, furniture and fete items.	Yes
Allowance for Other Modes of Transport?	As necessary
Any other expenses covered by the Chaplaincy Council?	No

Other financial Details

Depending on the benefit in kind tax is payable - free car and free accommodation. In addition the Chaplaincy Council may be willing to consider contributing to school fees in [Denmark](#).

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 eg 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: Danish State Health Insurance has comprehensive cover. With a Danish ID (CPR) number, all are eligible to full care.
Private Health Insurance Scheme	No
If Yes give details including name of scheme.	Details: N/A
Repatriation Scheme	No
If Yes give details including name of scheme.	Details: N/A

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 £200) 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

Local Law

Currently, Danish legislation requires that any priest in a non-Evangelical Lutheran (State) Church must take Danish lessons within six months of appointment. There is a language school across the road from St Alban's House. Lessons are free and a test must be passed after six months. Dispensation is being investigated with the Ministry of Ecclesiastical Affairs and relevant EU offices.

Travel and Removal Costs

Travel for Office Holder and family at the start and end of the appointment:	Chaplaincy pays
Cost of transporting personal effects at start and end of the appointment	Chaplaincy Council pays
Cost of storage of furniture to be met by Chaplaincy Council:	No
Cost of removal to storage to be met by Chaplaincy Council:	The Chaplaincy Council prepared to be flexible in need.

Description of St. Alban's House Tuborgvej 82, 2900 Hellerup

- St. Alban's House is situated about 6km north of the church in the suburb of Hellerup
- There are three international schools close by, two of which follow the British curriculum
- There are good public transport links. Hellerup has several parks and a good selection of shops a short bike ride away
- The Chaplain has exclusive use of a fully-furnished, detached, single-storey house owned by the Chaplaincy. Built to an exceptionally high standard in the 1970s, the 202m² (2,174ft²) house has 3 bedrooms, 2 bath/shower rooms, a modern kitchen, a small, private fireplace room, as well as a light and spacious sitting room that opens onto a sunny terrace.
- The garden is well terraced, has a large lawn, a herb garden and 2 beds of perennials - all designed for low maintenance
- Housekeeping and gardening are the responsibility of the Chaplain
- The house has a large basement and double garage. An area in the back of the basement and the large double garage are at the disposal of the Chaplaincy council for the storage of Church archives and other items such as fête tables and tents, to be accessed by prior arrangement only. It is possible to store and remove church items from the house and the garage, without actually having to meet the Chaplain and/or occupants of the house. As there is no church hall, previous Chaplains have invited various groups to hold occasional meetings and social gatherings at St. Alban's House but always by mutual agreement.
- The house contains a fully functional office/study, with internet, photocopier, printer etc. enabling the Chaplain to conduct ministry in a 'public' area of the house while maintaining the privacy of the rest of the house.
- There is parking at the front of the house for up to five cars.
- While the next chaplain is in place, the council may wish to explore the possibility of alternative accommodation.