

SCHEME OF REMUNERATION FOR PAROCHIAL CLERGY IN THE DIOCESE OF CLOYNE

INTRODUCTION

The gift of the priesthood is a most precious gift given by Jesus to His Church. The vocation of the ministerial priest is a call to share in the priesthood of Jesus Christ in an unique way. The priestly life is a response to that call, a response which is all-encompassing and life-long. It is above all a life of service to God and to God's people in the Church of Christ.

The question of the remuneration of priests has to be seen in the light of the special vocation of the priesthood and in that sacred context it is easy to see that the secular concept of 'wages for work done' does not apply. Indeed the Church deliberately avoids using such language.

However the priest, like everyone else, does need sustenance and deserves recompense for his work of ministry. Starting from the Lord's address when sending out the twelve apostles that 'the workman deserves his keep'. (*Mt. 10:10*) and St. Paul's reiteration of it, that: 'the Lord directed that those who preach the Gospel should get their living from the Gospel' (*1 Cor. 9:14*), the Vatican Council addressed the question of remuneration for priests (*P.O.,n.20*).

It says that priests are entitled to a just remuneration, that the faithful are obliged to provide priests with a decent and fitting livelihood, that Bishops are bound to admonish the faithful of their obligation in this regard and that Bishops should see to it that rules are drawn up by which due provision is made for their decent support.

The teaching of the Council was enshrined as law in *Can. 281§1* of the *Code of Canon Law*: 'Since clerics dedicate themselves to the ecclesiastical ministry, they deserve the remuneration that befits their condition, taking into account both the nature of their office and the conditions of time and place. It is to be such that it provides for the necessities of their life and for the just remuneration of those whose services they need'. Also, *Can. 384* states that the Bishop 'is to ensure that they (priests) are provided with adequate means of livelihood and social welfare, in accordance with law. •

The following Scheme is an attempt to implement the directives of Scripture, of the Council and of the Code for priests who are engaged in parochial ministry in the Diocese of Cloyne.

PROPOSED SCHEME OF REMUNERATION

1.1. The scheme set out in this document is for all priests who are engaged in parochial ministry in the Diocese of Cloyne.

1.2. It does not apply to the following:

- (a) Priests who have no parochial appointment
- (b) Priests pursuing studies full-time
- (c) Priests primarily engaged in extra-parochial diocesan appointments
- (d) Priests working outside the Diocese.
- (e) Retired priests

1.3. Priests who are appointed to work in a parish full-time and who also are in receipt of non-parochial income shall receive full remuneration from the parish as provided under this Scheme as well as income from the non-parochial source up to a maximum figure.

1.4. Priests who are in receipt of a full time income from a non-parochial source and who also have a parochial appointment shall retain their full-time income from the non-parochial source and also receive an income from the parish up to a maximum figure.

2.1. The Bishop's income shall be comprised of a multiple of the basic income plus increment as provided in 7.2, plus an episcopal allowance all of which is taken from the accumulated surplus of all parishes. He shall also receive a share in the divide of the parishes of Cobh and Fermoy.

2.2. The Episcopal Allowance shall be calculated as a multiple of a Parish Priest's Allowance.

3. This scheme will operate each year from 1st December to 30th November.

4. Sources of Revenue:

- (a) Dues at Christmas, Lent, Easter, October
- (b) Church Door/Offertory Collections on Christmas Day and Easter Sunday
- (c) Offerings for Marriage papers
- (d) Baptismal Offerings
- (e) November Offerings
- (f) Parish Petrol Collection where already held.
- (g) Income from Parish Lands
- (h) Income from hospitals, convents, nursing homes or from other sources.
- (i) Any other income which may be designated by the Bishop for the support of the priests.

5.1 Each parish should have a separate Bank Account (The Dues Account) to receive all sources of revenue for the support of the priests.

5.2. Each Parish Priest should keep accounts in accordance with the approved diocesan template with details of receipts from all sources for the support of the priests and of all payments made.

5.3. Each Parish Priest shall send to the Bishop an account of all income received for the support of the priests up to November 30th as well as the amount each priest has received during the year. This return shall be made on or before December 8th.

5.4. A copy of this return is to be made available to all priests who are named in it.

6. Each parish is expected to reach its full potential in generating adequate income for its priests and, to this end, appropriate systems should be in place.

7.1. All priests who are engaged in parochial ministry in the Diocese will receive the same basic income each year.

7.2. In addition to the basic income for all priests, each priest will receive an incremental payment for each year in the priesthood, calculated from the year of ordination, up to a maximum number of years.

7.3. In addition to the basic income and the incremental payment, each Parish Priest and Administrator of a mensal parish will receive an annual allowance.

7.4. The schedule of payments for the basic income, for the incremental payments and for the allowance to Parish Priests, Administrators and the Bishop, and the maximum figure in 1.3 and 1.4 above will be decided from time to time by the Bishop in consultation with the Remuneration Committee.

7.5. The amount due to each priest under the above headings will be paid monthly from the Dues Account by standing order.

7.6. When a priest is changed from a parish all regular payments should be paid up to the end of the month in which the change occurs. These payments are made by the parish he is leaving.

8.1. Where there is a surplus in the Dues Account at the end of the year a percentage of it is to be paid to the Diocesan Subvention Fund and the remainder divided equally among the priests of the parish.

8.2. The percentage rate will be decided each year by the Bishop in consultation with the Remuneration Committee, based on the end-of-year returns from the parishes and on the requirements of the subvention fund.

8.3. The amount required annually for the Subvention Fund shall be made known to all the priests of the Diocese.

8.4. A pro-rata payment of this surplus should be made to any priest who is changed from the parish during the year.

8.5. Subvention for a given year to priests who qualify for it will be paid by the month of February of the following year to the Dues Account of the parish.

9.1. A priest on administrative leave who continues to hold an appointment to a parish is entitled to receive his income plus any increment or allowance applicable. The parish is to be reimbursed from the remuneration fund.

9.2. While a priest who is absent through illness holds an appointment in a parish, he is entitled to receive his income plus any increment or allowance applicable.

9.3. While a priest is absent on Sabbatical leave, in accordance with the terms of the Diocesan Sabbatical Policy, he is entitled to receive his income plus any increment or allowance applicable from the Dues Account.

10. The following items are to be charged to the Parish Account:

- (a) Contribution to telephone expenses
- (b) Pension subsidy - as specified in the Pension Support Scheme
- (c) Parish contribution to a priest on Sabbatical leave
- (d) Housekeeper subsidy - half salary up to a maximum amount
- (e) Refuse collection charges and water rate charges
- (f) Items detailed by the Diocesan Domestic Life Committee.
- (g) Removal expenses of a priest into the parish

11.1. All priests are personally responsible for their Income Tax and PRSI liabilities and are obliged to ensure that these affairs are in order.

11.2 A priest is not entitled to claim personal tax relief for expenses which have been paid by the parish.

11.3. All priests covered by this Scheme are obliged to offer twelve Masses every year for the Holy Souls who are included in the November List.

12. This Scheme shall be reviewed from time to time as necessary.

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