



MISSION COUNCIL

13 – 15 MAY 2013

K2

Changes to the Plan for Partnership

- to be effective from January 2013

inserts shown in *italics*
deletions shown in **bold**
changes underlined

para 6.1.3 “....are not entitled to additional maternity/adoption/*paternity* leave and”

In April 2011 the Government introduced Additional Statutory Paternity Pay and Additional Paternity Leave. The existing guidelines for Ordinary Statutory Paternity Pay and Ordinary Statutory Paternity Leave (Birth + Adoption) have now been extended to include this provision

para 6.1.6 Pension Fund: ministers/CRCWs **who have not attained the age of 55 years at the date of initial induction** *inducted* to stipendiary service under the Plan may join the United Reformed Church Ministers' Pension Fund (URCMPF).

para 6.1.6.1 A minister/CRCW aged 55 years or over at the date of initial induction to stipendiary service under the Plan may not join the URCMPF.

The changes to Paras 6.1.6 and 6.1.6.1 shown above are as a result of the 2012 General Assembly decision that the age restriction in respect of membership of the Ministers' Pension Fund should be removed from 1 January 2013.

Note: as shown above, para 6.1.6.1 is deleted in its entirety to be replaced by the following wording:

Para 6.1.6.1 The General Assembly has agreed that from September 2013 all eligible ministers/CRCWs will be Auto-Enrolled into The United Reformed Church Ministers' Pension Fund (URCMP). Ministers of other denominations not eligible for membership of the URCMPF will be Auto-Enrolled into The Pensions Trust.

New regulations relating to workplace pensions requires employers to enrol all eligible employees into a Qualifying Workplace Pension Scheme (QWPS). Although not employees, this includes ministers and CRCWs. In 2012 the General Assembly agreed that for the purpose of Auto-Enrolment the Church will only offer two pension schemes to ministers and lay staff: The United Reformed Church Ministers' Pension Fund (URCMPF) and The Pensions Trust Final Salary Scheme (TPT).

This new legislation will affect the Church from September 2013 when all ministers and lay staff will be Auto-Enrolled into one of the two schemes.

6.3.2.2 In the case of part-time ministers/CRCWs the church should meet a proportion of the standing charges of the manse, (*rates (where payable), council tax, water/sewage charges*), or pay a pro rata housing allowance, based on the proportion of stipend paid.

Questions relating to the manse standing charges are received at fairly regular intervals from both ministers and church treasurers and this inclusion may help to clarify the situation.

Basic stipend: there are a number of references throughout the Plan to 'basic stipend'. As there is only one level of stipend these should be amended to read *stipend*.

Ministries Committee
February 2013