

BISHOPS' OFFICE AND WORKING COSTS

for the year ended 31 December 2006

The House of Bishops has asked us to prepare and publish the details of bishops' office and working costs on an annual basis.

This document starts with a brief outline of bishops' work. The range is extensive and it is widely recognised that bishops carry a very heavy workload.

The following pages set out the bishops' office and working costs in the year 2006, with detailed notes of explanation. All these costs were incurred in the course of the work we have described.

The costs of their offices, many diocesan functions and other working costs totalled £11.3 million. The Commissioners' own administrative costs were £311,000, of which £21,000 was for non-departmental staff.

Furthermore, in 2006, the Commissioners spent £4.6 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £8.6 million on maintaining the houses, office premises and gardens of the archbishops and diocesan bishops, including Lambeth Palace.

Bishops' houses usually include their offices. The housing costs of suffragan bishops are met by dioceses.

Church House
Great Smith Street
London
SW1P 3AZ



TIMOTHY WALKER
Third Church Estates Commissioner

14 December 2007

WHAT BISHOPS DO

There are 113 bishops in the Church of England - 44 diocesan bishops and 69 suffragan and full-time assistant bishops, including area bishops and provincial episcopal visitors.

A diocesan bishop is the head of his diocese both pastorally and administratively as Bishop in Synod. Suffragan and assistant bishops, including area bishops and provincial episcopal visitors, exercise a bishop's ministry in the name of and under the authority of the diocesan bishop.

They are assisted in all their work by a small but highly dedicated personal staff, whose service and commitment are greatly appreciated.

The bishop's task is summarised in the Declaration made by the archbishop at his consecration. It is the core of a bishop's ministry, underlying a wide range of requirements and activities.

A bishop is called to lead in serving and caring for the people of God and to work with them in the oversight of the Church. As a chief pastor he shares with his fellow bishops a special responsibility to maintain and further the unity of the Church, to uphold its discipline, and to guard its faith.

He is to promote its mission throughout the world. It is his duty to watch over and pray for all those committed to his charge, and to teach and govern them after the example of the Apostles, speaking in the name of God and interpreting the gospel of Christ.

He is to know his people and be known by them. He is to ordain and send new ministers, guiding those who serve with him and enabling them to fulfil their ministry.

He is to baptize and confirm, to preside at the Holy Communion, and to lead the offering of prayer and praise. He is to be merciful, but with firmness, and to minister discipline, but with mercy. He is to have a special care for the outcast and needy; and to those who turn to God he is to declare the forgiveness of sins.

from the Service of Consecration of a Bishop

What bishops do in the parish...

Bishops institute new incumbents, license clergy and other office holders, confirm new Church members, preach at special services, take part in major festivals, consecrate church buildings and burial grounds, dedicate additional places of worship, conduct formal visitations and simply spend time with the people of the parish. Bishops also visit Church schools and other church or non-church organisations.

With the help of archdeacons and rural deans, bishops support the ministry of all clergy in the diocese and provide pastoral support to them. They are often called to act in crises and to resolve pastoral problems in parishes or deaneries.

... in the diocese...

Diocesan bishops have ultimate oversight of several hundred clergy, Readers and lay workers and a diocesan budget and portfolio of assets. This work is shared with the suffragan bishops, archdeacons, cathedral dean, diocesan secretary and, often, the directors of diocesan boards, in the regular senior staff meeting. Bishops also meet with the chairmen of the various committees and boards, all of which ultimately report to the bishop even if he does not personally chair them.

The diocesan bishop chairs his more formal Bishop's Council, usually monthly, and presides over the diocesan synod, which meets three times a year.

Bishops are leading figures at major diocesan celebrations, such as ordinations and pre-ordination retreats, diocesan festivals, anniversaries, pilgrimages and major youth events. The diocesan bishop has a role in the cathedral - of which he is also 'visitor' - and can take part in, but not vote at, meetings of the cathedral council.

As patron of many of the benefices in his diocese, the bishop presents clergy to parishes where there is a vacancy.

Bishops have a duty to administer clergy discipline and a responsibility for issues of child protection.

...regionally...

The bishop may be chairman, patron, governor or committee member of many regional organisations. He is often called to sit on, or visit or speak at, university and college councils, development agencies, housing associations,

hospices and a wide range of charitable organisations.

Many bishops are also instrumental in facilitating formal, informal and confidential conversations between different religious bodies, ethnic groups, the police and social services, commercial and development agencies and local government and regional forums of many sorts to improve local conditions. In their role as community leaders, bishops are increasingly involved in the developing debate about regional assemblies in some parts of the country.

... nationally and internationally...

All diocesan bishops and nine elected suffragan bishops are members of the House of Bishops, which meets three times a year by itself and at least once with the remaining suffragan bishops as well. As a House, they also attend the two or three sessions of the General Synod each year. Members of the House of Bishops are also members of the upper house of convocation of their province, which may meet separately.

Many bishops are involved as members of the boards and committees of the Archbishops' Council and the Church Commissioners. They often chair or serve on national and international Church boards and councils, as well as large charities, special commissions or public inquiries.

Internationally, bishops, among others, represent the Church of England in the meetings and affairs of the Anglican Communion and ecumenical bodies like the World Council of Churches and Conference of European Churches. They are involved in the growing work towards visible unity with other denominations and in work with other faiths. Most have personal or diocesan links overseas, including commitments on behalf of the Archbishops, or as leaders of mission societies.

...in the nation

Many bishops work on national and international bodies. Most give lectures in major public forums, write articles for the media and give interviews on radio and television.

Twenty-six diocesan bishops currently sit in the House of Lords: the two Archbishops and the Bishops of London, Durham and Winchester by right of their office, plus 21 others in order of length of service as a diocesan bishop. At least one is present every day and others will attend according to the subjects under debate that day. The Bishop of Sodor & Man sits in the Tynwald. The two Archbishops and the Bishop of London are Privy Councillors.

CHURCH COMMISSIONERS**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2006**

	2006 £	2005 £
Archbishops diocesan and suffragan bishops		
Listed in Part A - pages 6 to 15 :		
Office and support staff	7,224,569	6,576,073
Individual working costs	1,878,797	1,860,695
Listed in Part B - pages 16 to 25 :		
Other diocesan administrative and operational costs	1,436,956	1,415,359
Premises	<u>66,791</u>	<u>63,999</u>
	10,607,112	9,916,126
Other costs applicable to all bishops		
Legal costs (note 28)	446,406	302,991
Overseas travel (note 29)	137,844	(88,944)
Support services (note 30)	238,337	220,100
Lambeth Conference (note 31)	<u>95,000</u>	<u>434,147</u>
	917,586	434,147
Exceptional staff costs (note 32)	86,135	34,595
Adjustment for car lease payments etc (note 33)	(332,494)	(37,593)
Total (note 34)	<u>11,278,340</u>	<u>10,347,275</u>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2006 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2005	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2005	
TOTAL COSTS	5,959,268	1,069,797	166,809	28,695	7,224,569	6,576,073		312,287	(15,317)	77,360	(3,132)	66,719	318,682		122,579	388,795	513,842	94,981	1,878,797	1,860,695	
Applicable to all bishops																					
Specialist advisers (note 25)	294,633	32,113	362		327,107	344,977	<i>Leased</i>	6,473		601					1,538	9,438	1,964		20,014	20,162	
Other costs (note 26)	30,487	16,461			46,948	11,869	<i>Owned</i>			2,350					417	59,899		(192)	62,474	65,777	
Province of Canterbury																					
Archbishop of Canterbury (notes 21 & 27)	1,182,293	105,138	13,895		1,301,326	1,182,590	<i>Leased</i>	3,881		330			11,021	<i>Half-time</i>	1,612	18,396	62,652	231	98,123	137,080	
Bishop of Ebbfleet	12,853	5,329	1,332		19,515	17,463	<i>Leased</i>	4,731		1,308			8,727	<i>Part-time</i>	2,915	3,109	1,775	306	22,871	21,152	
Bishop of Richborough	10,501	4,416	21	900	15,838	19,254	<i>Mileage</i>					7,123	719	<i>Occasional</i>		2,902	2,795		13,539	20,979	
Province of York																					
Archbishop of York	343,937	47,935	37,149	4,006	433,027	172,941	<i>Leased</i>	6,264	(751)	677			15,214	<i>Full-time/none</i>	2,651	17,054	30,751	1,350	73,211	31,624	
Bishop of Beverley	14,368	4,867	294		19,529	20,336	<i>Leased</i>	2,841		970			963	<i>Occasional</i>	1,475	4,271	923		11,442	11,581	
Bath & Wells	96,992	16,976	7,594	4,432	125,992	105,313		3,341		1,306			3,185		1,797	3,971	9,469	14,705	37,773	28,455	
Bishop of Bath & Wells	78,337	11,918	6,046	4,432	100,733	82,666	<i>Leased</i>	4,089		681			3,185	<i>Occasional</i>	1,778	3,074	8,929	295	22,031	21,314	
Bishop of Taunton	18,655	5,058	1,547		25,260	22,647	<i>Leased/no car</i>	(748)		624					19	897	540	14,411	15,743	7,141	
Birmingham	98,535	16,550	1,071		116,155	110,458		656		871			5,811		212	3,919	6,959	4,359	22,786	22,283	
Bishop of Birmingham	74,369	11,670	1,071		87,110	80,872	<i>No car/leased</i>	656		871			5,811	<i>Part-time</i>	212	3,919	6,959	4,359	22,786	20,097	
Bishop of Aston (note 2)	24,166	4,879			29,045	29,586	<i>No car</i>													2,186	
Blackburn	73,663	13,193	1,154		88,010	92,998		10,595	(403)	2,352			3,207		2,757	5,670	9,448	7,428	41,054	47,089	
Bishop of Blackburn	57,758	8,012	110		65,881	60,456	<i>Leased</i>	6,260	(403)	839			3,207	<i>Half-time/none</i>	1,752	4,226	4,596		20,477	25,753	
Bishop of Burnley	15,905	3,981	105		19,991	19,220	<i>Leased</i>	3,943		893					910	802	4,790	518	11,856	10,299	
Bishop of Lancaster		1,199	939		2,138	13,322	<i>No car/leased</i>	392		621					95	641	62	6,910	8,721	11,038	
Bradford	42,859	9,622			52,481	77,247						1,306				6,203	5,192		12,701	12,149	
Bishop of Bradford	42,859	9,622			52,481	77,247	<i>Mileage</i>					1,306				6,203	5,192		12,701	12,149	
Bristol	82,367	16,474	1,353		100,195	79,479		(7,829)		3,727	(312)		200		2,439	2,136	4,548	753	5,662	30,483	
Bishop of Bristol	73,606	10,996	1,173		85,775	62,448	<i>Leased</i>	(11,406)		2,862	(282)		200	<i>Occasional</i>	1,382	887	3,239		(3,118)	10,462	
Bishop of Swindon	8,761	5,479	181		14,420	17,031	<i>Leased</i>	3,577		865	(30)				1,057	1,249	1,309	753	8,780	20,021	

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2006 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2005	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2005
Canterbury	75,383	17,610	2,824		95,818	65,964		7,175		1,302					3,018	3,724	5,968		21,188	22,649
Bishop of Dover	58,581	10,590	2,275		71,445	44,961	Leased	3,920		650					1,482	3,317	4,142		13,511	13,947
Bishop of Maidstone	16,802	7,021	550		24,373	21,003	Leased	3,256		652					1,535	408	1,826		7,677	8,702
Carlisle	64,136	15,415	6,491	112	86,153	88,259		3,621		621		5,570	7,131		1,500	11,257	5,409		35,107	35,038
Bishop of Carlisle	53,192	12,064	4,991		70,247	75,635	Leased	3,621		621			7,131	Part-time	1,500	9,965	3,145		25,983	24,709
Bishop of Penrith	10,943	3,351	1,500	112	15,905	12,624	Mileage					5,570				1,292	2,263		9,125	10,329
Chelmsford	151,874	30,003	2,075	538	184,491	182,232		13,520		2,687			22,181		5,649	3,326	11,953	851	60,166	54,894
Bishop of Chelmsford	70,090	11,615		423	82,128	92,774	Leased	4,009		615			22,181	Full-time	2,277	679	6,437		36,197	33,855
Bishop of Barking	27,795	7,777			35,573	34,756	Leased	3,409		413					1,166	611	1,993		7,592	6,907
Bishop of Bradwell	32,162	7,620	1,757	115	41,654	32,842	Leased	3,277		746					1,367	1,229	1,463		8,082	6,930
Bishop of Colchester	21,826	2,991	318		25,136	21,860	Leased	2,825		913					839	807	2,059	851	8,294	7,202
Chester	91,266	17,106	2,029		110,401	106,867		3,273		865	(260)	7,250	9,399		1,189	3,409	11,136		36,261	36,908
Bishop of Chester	59,487	9,035	241		68,762	66,240	Mileage					3,902	9,399	Part-time		1,849	8,656		23,806	24,544
Bishop of Birkenhead	17,271	4,771	1,694		23,736	22,501	Mileage/ no car					3,348				847	1,974		6,169	6,205
Bishop of Stockport	14,509	3,300	94		17,902	18,126	Leased	3,273		865	(260)				1,189	713	506		6,286	6,158
Chichester	103,145	27,581	2,249		132,974	123,900		11,660	(1)	2,224	(65)				4,532	8,660	9,026	524	36,561	36,187
Bishop of Chichester	61,120	11,906	883		73,909	66,789	Leased	4,087		954					831	3,489	3,660	524	13,545	11,991
Bishop of Horsham	21,198	6,580	162		27,940	32,068	Leased	3,613		621	(65)				1,845	2,073	2,301		10,387	10,886
Bishop of Lewes	20,828	9,094	1,203		31,125	25,044	Leased	3,960	(1)	650					1,857	3,099	3,064		12,629	13,310
Coventry	77,564	13,056	163		90,783	80,333		7,584	(560)	1,248	(77)	(68)			1,962	1,938	7,279	270	19,576	30,988
Bishop of Coventry	55,836	9,311	163		65,310	62,748	Leased	3,680	(560)	628					790	1,425	5,538	270	11,771	16,095
Bishop of Warwick	21,728	3,745			25,473	17,585	Mileage/leased	3,904		621	(77)	(68)			1,172	513	1,741		7,806	14,893
Derby	61,953	21,446	1,825	1,269	86,493	93,419		6,243		1,348			4,454		2,368	8,460	4,238	3,477	30,588	35,416
Bishop of Derby	51,106	15,189	1,367	1,269	68,930	76,951	Leased	3,755		685			4,454	Occasional	1,597	7,441	3,021	3,477	24,431	28,794
Bishop of Repton	10,847	6,258	458		17,563	16,468	Leased/ no car	2,488		663					771	1,018	1,217		6,157	6,622
Durham	79,216	14,477	2,270		95,962	101,910		8,307	(2,462)	1,291			19,769		3,022	10,075	6,100	2,000	48,101	47,446
Bishop of Durham	57,055	7,595	960		65,610	74,572	Leased	4,013		663			19,769	Full-time	2,030	6,773	7,545	2,000	42,792	40,453
Bishop of Jarrow	22,161	6,881	1,310		30,352	27,339	Leased	4,294	(2,462)	628					993	3,302	(1,445)		5,309	6,993
Ely	85,877	17,778	2,058		105,712	97,185		7,587	(1,609)	1,567	(387)		11,090		3,140	5,666	10,666		37,721	35,093
Bishop of Ely	68,452	12,696	2,058		83,206	75,943	Leased	4,067	(1,609)	697			11,090	Half-time	1,266	4,766	8,141		28,418	26,880
Bishop of Huntingdon	17,425	5,081			22,506	21,242	Leased	3,520		871	(387)				1,874	900	2,525		9,303	8,213
Exeter	98,036	25,707	5,677	2,429	131,849	120,207		11,672		1,959			21,525		5,989	7,085	11,380	14,653	74,263	58,616
Bishop of Exeter	69,445	13,983	726		84,154	93,044	Leased	4,266		682			21,525	Full-time	2,155	3,505	6,521	4,459	43,113	43,036
Bishop of Crediton	15,810	5,003			20,813	17,622	Leased	3,150		663					1,691	2,455	1,551		9,510	6,629
Bishop of Plymouth	12,781	6,721	4,951	2,429	26,882	9,542	Leased	4,255		615					2,143	1,125	3,308	10,194	21,640	8,951

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2006 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2005	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2005
Gloucester	83,236	19,751	5,190		108,178	100,781		6,574	(760)	1,805			7,725		3,138	5,040	10,169	4,659	38,350	32,349
<i>Bishop of Gloucester (note 2)</i>	<i>68,323</i>	<i>15,578</i>	<i>5,190</i>		<i>89,091</i>	<i>81,816</i>	<i>Leased</i>	<i>3,384</i>	<i>(760)</i>	<i>642</i>			<i>7,725</i>	<i>Part-time</i>	<i>1,878</i>	<i>4,992</i>	<i>5,779</i>	<i>4,479</i>	<i>28,121</i>	<i>22,662</i>
<i>Bishop of Tewkesbury</i>	<i>14,914</i>	<i>4,173</i>			<i>19,087</i>	<i>18,965</i>	<i>Leased</i>	<i>3,190</i>		<i>1,163</i>					<i>1,260</i>	<i>47</i>	<i>4,389</i>	<i>180</i>	<i>10,229</i>	<i>9,687</i>
Guildford	76,118	14,312	2,612		93,042	82,695		5,558		1,485			306		1,344	4,574	8,286		21,553	24,606
<i>Bishop of Guildford</i>	<i>59,567</i>	<i>11,561</i>	<i>432</i>		<i>71,560</i>	<i>63,273</i>	<i>Leased</i>	<i>2,935</i>		<i>615</i>			<i>306</i>	<i>Occasional</i>	<i>512</i>	<i>3,103</i>	<i>6,436</i>		<i>13,907</i>	<i>17,611</i>
<i>Bishop of Dorking</i>	<i>16,551</i>	<i>2,751</i>	<i>2,179</i>		<i>21,481</i>	<i>19,422</i>	<i>Leased</i>	<i>2,622</i>		<i>871</i>					<i>832</i>	<i>1,471</i>	<i>1,850</i>		<i>7,646</i>	<i>6,995</i>
Hereford	81,653	9,663	3,917	160	95,393	88,207		4,146		621		4,778	7,222		1,169	4,891	10,255		33,082	24,556
<i>Bishop of Hereford</i>	<i>63,985</i>	<i>3,991</i>	<i>2,428</i>	<i>160</i>	<i>70,564</i>	<i>59,924</i>	<i>Leased</i>	<i>4,146</i>		<i>621</i>			<i>7,222</i>	<i>Half Time</i>	<i>1,169</i>	<i>3,303</i>	<i>8,550</i>		<i>25,010</i>	<i>17,115</i>
<i>Bishop of Ludlow</i>	<i>17,668</i>	<i>5,672</i>	<i>1,489</i>		<i>24,829</i>	<i>28,283</i>	<i>Mileage</i>					<i>4,778</i>				<i>1,588</i>	<i>1,706</i>		<i>8,072</i>	<i>7,441</i>
Leicester	72,970	21,697	3,281		97,948	78,724		4,231		1,828		760	10,927		1,129	7,530	11,483		37,886	33,753
<i>Bishop of Leicester</i>	<i>64,742</i>	<i>15,615</i>	<i>3,281</i>		<i>83,637</i>	<i>75,105</i>	<i>Leased</i>	<i>4,231</i>		<i>1,828</i>			<i>10,927</i>	<i>Half-time</i>	<i>1,129</i>	<i>5,754</i>	<i>11,102</i>		<i>34,970</i>	<i>33,276</i>
<i>Assistant Bishop of Leicester</i>	<i>8,228</i>	<i>6,083</i>			<i>14,311</i>	<i>3,619</i>	<i>Mileage</i>					<i>760</i>				<i>1,776</i>	<i>381</i>		<i>2,917</i>	<i>477</i>
Lichfield	138,734	20,574	2,809	29	162,147	176,622		14,106		3,061	(229)		269		4,137	4,620	16,306	1,828	44,098	54,840
<i>Bishop of Lichfield</i>	<i>60,798</i>	<i>9,104</i>	<i>1,407</i>	<i>29</i>	<i>71,338</i>	<i>63,980</i>	<i>Leased</i>	<i>4,161</i>		<i>615</i>			<i>269</i>	<i>Occasional</i>	<i>823</i>	<i>1,966</i>	<i>8,756</i>	<i>100</i>	<i>16,689</i>	<i>21,053</i>
<i>Bishop of Shrewsbury</i>	<i>20,396</i>	<i>3,873</i>	<i>417</i>		<i>24,686</i>	<i>35,842</i>	<i>Leased</i>	<i>3,047</i>		<i>663</i>	<i>(197)</i>				<i>969</i>	<i>622</i>	<i>2,589</i>		<i>7,693</i>	<i>10,074</i>
<i>Bishop of Stafford</i>	<i>33,140</i>	<i>3,754</i>	<i>754</i>		<i>37,648</i>	<i>39,554</i>	<i>Leased</i>	<i>2,597</i>		<i>621</i>					<i>1,166</i>	<i>458</i>	<i>1,030</i>	<i>1,728</i>	<i>7,599</i>	<i>15,323</i>
<i>Bishop of Wolverhampton</i>	<i>24,400</i>	<i>3,843</i>	<i>231</i>		<i>28,474</i>	<i>37,246</i>	<i>Leased</i>	<i>4,301</i>		<i>1,163</i>	<i>(32)</i>				<i>1,180</i>	<i>1,574</i>	<i>3,931</i>		<i>12,118</i>	<i>8,390</i>
Lincoln	85,112	12,571	2,752	2,802	103,237	83,903		3,731		663	(67)	10,672			941	5,873	9,496	7,851	39,160	32,549
<i>Bishop of Lincoln</i>	<i>61,851</i>	<i>5,490</i>	<i>(99)</i>		<i>67,241</i>	<i>57,822</i>	<i>Leased</i>	<i>3,731</i>		<i>663</i>	<i>(67)</i>				<i>941</i>	<i>3,261</i>	<i>5,678</i>		<i>14,208</i>	<i>17,208</i>
<i>Bishop of Grantham</i>	<i>13,025</i>	<i>2,832</i>	<i>2,508</i>	<i>2,802</i>	<i>21,167</i>	<i>12,166</i>	<i>No car/mileage</i>					<i>4,888</i>				<i>1,095</i>	<i>591</i>	<i>7,851</i>	<i>14,424</i>	<i>6,809</i>
<i>Bishop of Grimsby</i>	<i>10,235</i>	<i>4,249</i>	<i>344</i>		<i>14,828</i>	<i>13,915</i>	<i>Mileage</i>					<i>5,785</i>				<i>1,516</i>	<i>3,227</i>		<i>10,528</i>	<i>8,532</i>
Liverpool	87,074	22,069	4,064	3,612	116,820	106,665		4,460	(3,122)	686		4,861	10,772		1,506	(59)	13,204		32,310	38,941
<i>Bishop of Liverpool</i>	<i>63,591</i>	<i>16,618</i>	<i>4,064</i>	<i>3,612</i>	<i>87,885</i>	<i>76,138</i>	<i>Leased</i>	<i>4,460</i>	<i>(3,122)</i>	<i>686</i>			<i>10,772</i>	<i>Half-time</i>	<i>1,506</i>	<i>(1,486)</i>	<i>12,932</i>		<i>25,750</i>	<i>32,442</i>
<i>Bishop of Warrington (note 2)</i>	<i>23,483</i>	<i>5,451</i>			<i>28,935</i>	<i>30,527</i>	<i>Mileage</i>					<i>4,861</i>				<i>1,427</i>	<i>272</i>		<i>6,560</i>	<i>6,499</i>
London	273,665	51,355	2,886		327,906	272,531		14,914	(1,593)	3,738	(100)	792	25,443		4,737	6,961	22,837	173	77,903	80,858
<i>Bishop of London (note 1)</i>	<i>126,157</i>	<i>15,408</i>	<i>283</i>		<i>141,849</i>	<i>96,255</i>	<i>Leased</i>	<i>4,231</i>		<i>656</i>			<i>25,443</i>	<i>Full-time</i>	<i>2,455</i>	<i>427</i>	<i>8,290</i>		<i>41,501</i>	<i>44,383</i>
<i>Bishop of Edmonton</i>	<i>32,873</i>	<i>8,641</i>	<i>1,494</i>		<i>43,007</i>	<i>38,382</i>	<i>Leased</i>	<i>4,175</i>	<i>(873)</i>	<i>1,081</i>	<i>(78)</i>				<i>671</i>	<i>868</i>	<i>2,425</i>	<i>173</i>	<i>8,443</i>	<i>8,655</i>
<i>Bishop of Fulham</i>	<i>21,820</i>	<i>3,621</i>	<i>867</i>		<i>26,308</i>	<i>27,662</i>	<i>Leased</i>	<i>2,837</i>		<i>621</i>					<i>945</i>	<i>1,457</i>	<i>2,169</i>		<i>8,029</i>	<i>8,882</i>
<i>Bishop of Kensington</i>	<i>30,640</i>	<i>9,149</i>	<i>175</i>		<i>39,964</i>	<i>39,026</i>	<i>Leased</i>	<i>3,671</i>	<i>(720)</i>	<i>1,381</i>	<i>(22)</i>				<i>666</i>	<i>1,331</i>	<i>3,786</i>		<i>10,093</i>	<i>9,028</i>
<i>Bishop of Stepney</i>	<i>28,430</i>	<i>7,198</i>			<i>35,628</i>	<i>29,983</i>	<i>Mileage</i>					<i>792</i>				<i>735</i>	<i>4,056</i>		<i>5,583</i>	<i>5,945</i>
<i>Bishop of Willesden</i>	<i>33,745</i>	<i>7,338</i>	<i>67</i>		<i>41,150</i>	<i>41,223</i>	<i>No car</i>									<i>2,144</i>	<i>2,110</i>		<i>4,254</i>	<i>3,964</i>
Manchester	133,430	27,863	4,842		166,136	158,785		13,565	(424)	2,700					4,972	15,351	11,667		47,830	43,529
<i>Bishop of Manchester</i>	<i>69,737</i>	<i>14,401</i>	<i>4,520</i>		<i>88,658</i>	<i>77,612</i>	<i>Leased</i>	<i>3,117</i>		<i>832</i>					<i>1,004</i>	<i>6,436</i>	<i>4,279</i>		<i>15,668</i>	<i>14,532</i>
<i>Bishop of Bolton</i>	<i>20,543</i>	<i>5,426</i>	<i>82</i>		<i>26,051</i>	<i>24,660</i>	<i>Leased</i>	<i>3,373</i>	<i>(424)</i>	<i>645</i>					<i>1,045</i>	<i>1,996</i>	<i>3,256</i>		<i>9,892</i>	<i>9,352</i>
<i>Bishop of Hulme (note 26)</i>	<i>22,607</i>	<i>4,082</i>	<i>186</i>		<i>26,876</i>	<i>32,605</i>	<i>Leased</i>	<i>3,553</i>		<i>579</i>					<i>962</i>	<i>5,782</i>	<i>2,186</i>		<i>13,062</i>	<i>11,503</i>
<i>Bishop of Middleton</i>	<i>20,543</i>	<i>3,953</i>	<i>54</i>		<i>24,550</i>	<i>23,908</i>	<i>Leased</i>	<i>3,521</i>		<i>643</i>					<i>1,961</i>	<i>1,137</i>	<i>1,946</i>		<i>9,209</i>	<i>8,143</i>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2006 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2005	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2005
Newcastle	79,637	10,562	967		91,166	89,691		4,015	39	628		1,013	10,927		1,414	8,514	7,468		34,018	32,720
<i>Bishop of Newcastle</i>	67,969	8,921			76,890	76,775	<i>Leased</i>	4,015	39	628			10,927	<i>Half-time</i>	1,414	4,175	6,229		27,426	26,749
<i>Assistant Bishop of Newcastle</i>	11,668	1,641	967		14,276	12,915	<i>Mileage</i>					1,013			4,340	1,240			6,592	5,971
Norwich	79,026	22,649	2,395		104,070	108,942		10,987		1,914			14,043		4,340	4,785	13,392		49,460	49,824
<i>Bishop of Norwich</i>	61,308	15,306	2,059		78,674	79,153	<i>Leased</i>	4,226		627			14,043	<i>Part-time</i>	2,066	3,538	10,831		35,330	37,356
<i>Bishop of Lynn</i>		2,463			2,463	3,264	<i>Leased</i>	3,531		621					902	657	200		5,912	6,026
<i>Bishop of Thetford</i>	17,717	4,880	336		22,933	26,525	<i>Leased</i>	3,229		667					1,372	591	2,360		8,219	6,443
Oxford	139,430	28,213	1,707		169,349	167,708		14,341		3,971					4,984	3,328	23,457		50,082	36,487
<i>Bishop of Oxford (note 2)</i>	66,241	6,699	705		73,645	70,408	<i>Leased/ no car</i>	4,057		830					670	53	14,097		19,707	13,557
<i>Bishop of Buckingham</i>	21,430	7,049	550		29,029	29,820	<i>Leased</i>	3,493		1,899					1,255	651	4,975		12,273	7,563
<i>Bishop of Dorchester</i>	29,966	6,403	340		36,709	34,917	<i>Leased</i>	2,973		663					1,821	802	2,043		8,302	6,843
<i>Bishop of Reading</i>	21,792	8,062	112		29,966	32,564	<i>Leased</i>	3,818		580					1,239	1,822	2,341		9,800	8,524
Peterborough	76,934	10,010	2,702		89,647	84,966						7,444	136		117	2,629	9,676		20,002	24,667
<i>Bishop of Peterborough (note 15)</i>	64,499	7,759	1,361		73,619	68,223	<i>Mileage</i>					4,297	136	<i>Occasional</i>	117	2,629	8,672		15,850	18,126
<i>Bishop of Brixworth</i>	12,435	2,251	1,341		16,027	16,743	<i>Mileage</i>					3,148					1,004		4,152	6,541
Portsmouth	70,283	10,874	1,259	2,162	84,578	82,729		4,140		371			11,217		1,004	5,586	2,972		25,289	27,483
<i>Bishop of Portsmouth</i>	70,283	10,874	1,259	2,162	84,578	82,729	<i>Leased</i>	4,140		371			11,217	<i>Half-time</i>	1,004	5,586	2,972		25,289	27,483
Ripon & Leeds	59,206	15,499	27	200	74,932	75,399		4,071		621	(316)	803			1,846	7,274	3,259		17,557	21,378
<i>Bishop of Ripon & Leeds</i>	46,094	13,657			59,751	61,257	<i>Mileage</i>					803				6,940	3,080		10,823	12,228
<i>Bishop of Knaresborough</i>	13,113	1,842	27	200	15,181	14,141	<i>Leased</i>	4,071		621	(316)				1,846	333	179		6,734	9,150
Rochester	87,470	14,585	4,523	1,289	107,868	97,777		7,780	(265)	1,787	(170)		14,216		2,967	3,517	12,783	215	42,830	36,052
<i>Bishop of Rochester</i>	70,791	10,979	3,428		85,198	79,521	<i>Leased</i>	4,576	(216)	1,124	(170)		14,216	<i>Half-time</i>	1,885	3,143	10,435		34,994	29,127
<i>Bishop of Tonbridge</i>	16,679	3,606	1,095	1,289	22,670	18,256	<i>Leased</i>	3,204	(49)	663					1,081	374	2,348	215	7,837	6,925
St Albans	109,114	19,556	2,639	73	131,382	124,714		10,897		1,945	(397)		5,188		3,207	1,880	10,596		33,317	33,443
<i>Bishop of St Albans</i>	79,197	10,166		73	89,436	88,582	<i>Leased</i>	4,074		656			5,188	<i>Part-time</i>	885	1,166	5,536		17,505	18,416
<i>Bishop of Bedford</i>		9,267	345		12,530	12,506	<i>Leased</i>	3,254		663					1,127	186	943		6,173	6,596
<i>Bishop of Hertford</i>	20,650	6,472	2,295		29,416	23,626	<i>Leased</i>	3,568		627	(397)				1,195	529	4,117		9,638	8,431
St Edmundsbury & Ipswich	84,269	20,330	1,068	1,430	107,097	117,508		7,351	(2,195)	1,287					1,361	4,554	7,097		19,455	22,965
<i>Bishop of St Edmundsbury & Ipswich</i>	59,947	15,014	1,068	349	76,378	88,123	<i>Leased</i>	3,649	(1,115)	635					843	3,918	5,055		12,985	15,601
<i>Bishop of Dunwich</i>	24,322	5,316		1,081	30,719	29,384	<i>Leased</i>	3,701	(1,081)	652					518	636	2,042		6,469	7,364
Salisbury	114,909	20,419	3,109		138,437	128,771		8,557		3,098			12,017		4,007	5,963	11,931	20,659	66,233	36,736
<i>Bishop of Salisbury</i>	65,746	9,307	1,544		76,597	75,976	<i>Leased</i>	3,837		829			12,017	<i>Part-time</i>	1,612	3,720	9,331		31,346	24,106
<i>Bishop of Ramsbury</i>	26,676	6,036	1,565		34,277	28,482	<i>No car/leased</i>	1,181		621					416	1,219	1,871	20,659	25,967	5,396
<i>Bishop of Sherborne</i>	22,487	5,076			27,564	24,313	<i>Leased</i>	3,540		1,648					1,979	1,024	729		8,919	7,234

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2006 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2005	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2005
Sheffield	80,957	9,546	2,289	120	92,911	85,136						9,278	1,828			6,341	11,195		28,642	26,612
<i>Bishop of Sheffield</i>	62,554	7,757	2,289		72,600	65,470	<i>Mileage</i>					5,020	1,828	<i>Part-time</i>		4,643	7,363		18,855	18,639
<i>Bishop of Doncaster</i>	18,403	1,788		120	20,311	19,666	<i>Mileage</i>					4,257				1,698	3,832		9,787	7,973
Sodor & Man	27,856	5,200			33,056	30,944				998					733	5,061	2,343		9,135	11,440
<i>Bishop of Sodor & Man</i>	27,856	5,200			33,056	30,944	<i>Owned</i>			998					733	5,061	2,343		9,135	11,440
Southwark	141,189	37,398	792		179,378	181,798		9,816		2,197		1,223	10,153		2,158	4,957	15,769		46,273	57,818
<i>Bishop of Southwark</i>	65,289	16,733	792		82,814	84,762	<i>Leased</i>	4,043		913			10,153	<i>Half-time</i>	1,089	1,681	10,011		27,890	30,541
<i>Bishop of Croydon (note 2)</i>	25,300	6,330			31,630	32,194	<i>Leased</i>	3,162		663					789	646	1,250		6,510	9,229
<i>Bishop of Kingston-upon-Thames (note 2)</i>	25,300	6,965			32,265	32,673	<i>Leased</i>	2,611		621					280	378	2,012		5,902	4,727
<i>Bishop of Woolwich (note 2)</i>	25,300	7,370			32,670	32,168	<i>Mileage</i>					1,223				2,252	2,496		5,971	13,322
Southwell & Nottingham	95,410	17,429	2,370	590	115,799	105,435		6,049		1,453					1,635	3,698	7,015	6,240	26,090	14,079
<i>Bishop of Southwell & Nottingham</i>	69,935	10,616	1,175	590	82,316	78,049	<i>Leased</i>	3,204		663					840	2,617	6,025	559	13,907	12,942
<i>Bishop of Sherwood (note 2)</i>	25,475	6,813	1,195		33,483	27,386	<i>No car/leased</i>	2,845		790					795	1,081	990	5,681	12,183	1,137
Truro	78,201	13,350	324		91,875	92,646		5,795		1,545			14,152		3,418	4,728	6,163		35,800	37,179
<i>Bishop of Truro</i>	58,885	10,327	233		69,445	73,972	<i>Leased</i>	3,348		865			14,152	<i>Part-time</i>	1,729	1,328	5,045		26,467	27,517
<i>Bishop of St Germans</i>	19,316	3,023	92		22,430	18,674	<i>Leased</i>	2,447		680					1,689	3,400	1,117		9,333	9,663
Wakefield	79,243	22,765	2,237	2,318	106,563	98,919		300		1,079		5,915	11,320		2,551	6,317	12,440		39,922	43,595
<i>Bishop of Wakefield</i>	66,815	17,260	1,962	2,318	88,355	83,389	<i>Leased</i>	300		1,079			11,320	<i>Half-time</i>	2,551	5,553	10,441		31,244	32,637
<i>Bishop of Pontefract</i>	12,428	5,504	275		18,207	15,531	<i>Mileage</i>					5,915				764	1,999		8,678	10,958
Winchester	105,367	22,380	3,142		130,888	122,640		10,788	(1,211)	1,929			4,392		3,936	9,037	9,195		38,067	35,823
<i>Bishop of Winchester</i>	68,114	12,911	1,160		82,185	77,647	<i>Leased</i>	3,171		663			4,392	<i>Occasional</i>	1,353	4,438	5,524		19,542	18,648
<i>Bishop of Basingstoke</i>	15,073	4,783	1,269		21,125	20,460	<i>Leased</i>	4,353	(1,211)	645					1,362	3,525	1,229		9,904	9,503
<i>Bishop of Southampton</i>	22,180	4,685	714		27,579	24,533	<i>Leased</i>	3,264		621					1,221	1,073	2,442		8,621	7,672
Worcester	85,448	14,636	704	224	101,012	112,853		6,134		2,736	(428)		1,835		1,543	3,250	5,395		20,465	19,793
<i>Bishop of Worcester</i>	61,415	11,236	453	224	73,328	85,882	<i>Leased</i>	2,944		2,157			1,835	<i>Part-time</i>	496	1,317	4,322		13,070	13,535
<i>Bishop of Dudley</i>	24,032	3,400	251		27,684	26,971	<i>Leased</i>	3,190		580	(428)				1,048	1,933	1,073		7,395	6,258
York	70,906	16,241	5,902		93,050	79,126		11,299		2,162	(188)				6,580	3,728	5,944		29,526	29,829
<i>Bishop of Hull</i>	21,492	6,138	1,919		29,549	22,125	<i>Leased</i>	3,615		1,060					1,692	350	1,134		7,851	8,622
<i>Bishop of Selby</i>	23,893	5,451	910		30,254	27,224	<i>Leased</i>	3,100		621	(188)				1,951	195	1,519		7,199	6,190
<i>Bishop of Whitby</i>	25,520	4,653	3,073		33,247	29,776	<i>Leased</i>	4,584		481					2,937	3,183	3,291		14,476	15,017
Gibraltar in Europe	90,484	49,050	4,413		143,947	144,256		7,087		1,450	(136)				1,522	38,298	2,420	2,640	53,282	54,742
<i>Bishop of Gibraltar in Europe (notes 2 & 14)</i>	64,315	31,747	4,413		100,476	104,032	<i>Leased</i>	3,988		830	(136)				505	21,787	1,041	2,640	30,655	30,995
<i>Bishop in Europe (notes 2 & 14)</i>	26,168	17,303			43,471	40,224	<i>Leased</i>	3,099		621					1,017	16,512	1,379		22,627	23,746

OFFICE AND SUPPORT STAFF COSTS

Note 1

Includes salaries, employer's national insurance and pension contributions

- A **diocesan** bishop's allowance for staff salaries is up to the cost of 2.6 full-time posts. Beyond this, any additional office staff costs are found from other sources, usually the diocese.
- Bishops are free to choose their staffing arrangements, but the usual staff complement is a senior secretary or personal assistant, a part-time assistant secretary, and a chaplain or lay assistant. In a number of cases a part-time press or communications officer is engaged.
- As a result of the national and international responsibilities of the archbishops, their staff complements are larger, as is that of the Bishop of London.
- A **suffragan** bishop's allowance is up to the cost of a full-time secretary. Some bishops prefer to have a part-time secretary and a part-time chaplain.
- The costs of casual or relief assistance to cover periods of leave or sickness are also paid, for example, cover for maternity leave at the Bishop of London's office.

Note 2

Excludes the cost of maintaining bishops' houses, in which their offices are usually situated

- Costs covered are telephone, internet and fax charges; postage; stationery; photocopier rental and other equipment maintenance contracts e.g. telephone system; minor equipment e.g. staplers; standard Church publications e.g. Crockford's Clerical Directory.
- Where the office is not in the bishop's house, the rent payable and/or a proportion of the diocesan office costs attributable to the bishop (e.g. copier charges, telephone lines, parking) is included. This applies to the Bishops of Aston, Gloucester, Warrington, Oxford, Sherwood, Gibraltar in Europe and Europe.
- As the office and support costs of the Bishops of Croydon, Kingston-upon-Thames and Woolwich are met by the diocese, the Commissioners make a grant towards them.
- The costs of advertising and interview expenses for office staff are paid.
- For suffragan bishops, in recognition of the costs of heating, lighting and cleaning the secretary's office a 10% contribution towards the total cost of heating, lighting and cleaning the house is made.

Note 3

- A laptop or personal computer and printer are provided for a bishop, and a personal computer and printer for each member of his office staff, together with the requisite software, modems etc., up to a maximum of three personal computers and printers for a diocesan bishop's staff and one personal computer and printer for a suffragan bishop's staff. All costs are shown in full in the year when they are incurred.
- Other major items of equipment include a fax machine, dictating machine, shredder, telephone system and scanner. A photocopier is normally leased but where cost-effective can be purchased.

Note 4

- Furniture e.g. desks and furnishings (carpets, flooring, curtains and blinds) is provided for the office(s) and study, together with facilities e.g. refrigerator for the use of staff in the preparation of their own refreshments and for visitors attending meetings etc. (In 2005 and previous years the costs for diocesan bishops were shown under Bishops' Housing and Office Premises in the Commissioners' financial statements).
- For suffragan bishops, carpets are also provided for the hall, stairs and/or corridors leading from the entrance to the office and study (and adjacent waiting area and visitors' toilet where provided). These costs for diocesan bishops are not shown as they are included within Bishops' Housing and Office Premises.

INDIVIDUAL WORKING COSTS

Note 5

Overall, some 92 cars are provided under the central arrangement. Cars are either:-

- a) owned by the Church Commissioners, who then pay running costs separately. Such purchases ceased in 1997, but two are still owned; or**
 - b) leased under a package including running costs (other than insurance and fuel); or**
 - c) not provided, the bishop then being paid a mileage allowance for travel for Church purposes in his own car**
- Where a car is provided by the Commissioners it is indicated as being either owned or leased. Alternatively, if the bishop uses his own car the payment of a mileage allowance is indicated.
 - Where the provision has changed during the year both are indicated.
 - A car is kept at Lambeth Palace for operational use and in emergencies.

Note 6

Monthly costs for the lease of a car for a period of normally four years including repairs, servicing and road fund licences less an allowance by the leasing company for the expected sale proceeds of the car

- From mid-2003 Hitachi Capital Vehicle Solutions have managed the bishops' car fleet on a day-to-day basis. They are responsible for the acquisition of the car and deal with the repairs, servicing, breakdown cover, accident management, road fund licences and subsequent sale when it needs to be replaced. Until mid-2003 cars were leased from GE Capital (formerly Avis Fleet Services) who continue to manage those cars and dispose of them when replaced.
- Diesel engines, petrol electric 'hybrid' cars and cars which run on liquid petroleum gas (lpg) are recommended, where cost-effective. The size of engine is provided as appropriate to a bishop's needs and circumstances.

Note 7

Lease cost adjustments and sale proceeds of cars owned by the Commissioners

- At the end of a leased car's contract, an adjustment payment is made or received to balance the difference between the actual mileage and that in the lease contract.

Note 8

- Comprehensive insurance cover is provided. An excess is paid by the Commissioners in respect of claims.
- Where the car is still owned by the Commissioners a management charge is made by Hitachi for dealing with repairs, servicing, accident management, road fund licences and subsequent sale.

Note 9

If a bishop uses the official car privately as well as for his ministry he is asked to make a contribution to the running costs. He is also liable to pay income tax on this benefit in kind

- The contribution requested by the Commissioners is based on the additional mileage charge in the contract.
- The taxable benefit of a car owned or leased by the Commissioners is assessed on the list price of the car when new, including delivery charges, number plates and optional accessories (all inclusive of VAT) combined with a factor representing the level of exhaust emissions.
- If a bishop has signed an embargo on private use the official car is used solely for his ministry and not for private purposes. There is then no contribution for private use and no taxable benefit.

Note 10

- Where a bishop uses his own car for Church purposes he may claim a mileage allowance. The allowance used is the Inland Revenue's standard rate, which is also used by the National Church Institutions and recommended to dioceses. It is intended to reimburse the depreciation, repairs, road fund licence, insurance, fuel, oil and other expenses incurred in running and maintaining a car.

Note 11

The costs of a driver include salary, employer's national insurance and pension contributions

- Drivers who live in staff accommodation have their water charges and council tax paid. Those who live in their own accommodation receive a housing allowance and contribution towards their council tax.

Note 12

- A driver may be employed on a full-time, half-time or part-time basis. In most cases driving duties will be combined with those of gardening and/or maintenance at the bishop's house. The figures here relate to the time spent on driving duties. In some cases a bishop's use of a driver is occasional. Where there has been a vacancy during the year this is also shown as none.

Note 13

- Fuel and oil for use in cars provided by the Commissioners are charged to a fleet fuel card. This enables costs to be paid and monitored more easily.

Note 14

- Bus, underground, taxi, standard class rail (or first class where there is a need), senior citizen's railcard (aged 60 or over), parking charges (but not fines), road tolls, congestion charges for travel within central London and economy air travel (where cost-effective) for official business in the UK are covered.
- The actual costs incurred on overnight accommodation and meals up to the maximum day or overnight allowances recommended by the Archbishops' Council can be claimed when a bishop is absent from his diocese.
- The travel and subsistence expenses of a bishop's wife or member of staff can be claimed if accompanying the bishop on official business.
- The travel and subsistence costs of a member of a bishop's staff can be claimed if accompanying the bishop or acting on his behalf on official business.
- The costs of advertising and interview expenses for a new driver are paid.

- Where a bishop holds other national responsibilities (e.g. as a member of the House of Bishops and committees established by it) his travel expenses will reflect this. The further from London the bishop lives and the more meetings he attends the greater his expenses are likely to be.
- Bishops in the House of Lords sometimes combine travel for the House with travel for Church purposes. The costs of travel to mainland Europe are included for the Bishop of Gibraltar in Europe and the Bishop in Europe.

Note 15

Church meetings and functions are held mainly at the bishop's house

- A bishop can claim the actual costs incurred or, if he prefers, according to a tariff. It is intended to be a guide to cover the cost of ingredients and to include some modest recompense for preparation. When necessary the cost of employing caterers or casual help may be included. In most cases where the bishop's wife prepares the food, she does so without remuneration or claims according to the tariff. If, however, she so wishes, she is entitled to make a reasonable charge for the preparation, cooking and serving of the food in addition to the cost of the ingredients.
- For overnight official visitors a tariff is also issued as a guide to cover the cost of laundry and incidental expenses.
- Reasonably-priced wine and/or soft drinks can be claimed at cost.
- Each year the Bishop of Peterborough holds a garden party on St Peter's Day; as it is also the Cathedral's Patronal Festival the cost is shared with the Dean and Chapter.

Note 16

- A bishop's removal costs, on appointment, within the UK are covered.
- A resettlement grant, payable on a sliding scale, is provided to assist with the cost of adapting curtains and carpets for the private areas of the bishop's house. In exceptional cases, furniture can be provided as part of the grant e.g. where a bishop moves from a house with fitted wardrobes to one without.
- A grant is available for the provision of official episcopal robes. In addition a cope and mitre may be provided as see property if none are already available or the bishop does not purchase them as his own property from the grant.

- The arrangements for consecrations are different in the Provinces of Canterbury and York. In both cases, however, the cost of the service is met, after taking account of the collection at the service. In the Northern Province the bishop may entertain family and friends to a private lunch after the service, for which the Commissioners meet the cost of hiring the venue and the cost of up to 20 official guests up to a maximum amount per head. The costs of the Archbishop's lunch for the bishops attending the service and for their wives and other official representatives from the national Church bodies are met by the Archbishop's office directly and included under Hospitality. In the Southern Province the practical arrangements differ but the principle of wishing to meet the Archbishop's costs and a part of the bishop's is the same. There is only one reception at Lambeth Palace for both the official guests and the bishop's family and friends. The Commissioners meet the cost of hiring the coach for travel between the consecration service and Lambeth Palace and the cost of the Archbishop's guests (including up to 20 of the bishop's personal guests) up to the same maximum amount per head.
- The removal costs and resettlement grants for chaplains, on change of appointment, are paid.

OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS

Note 17

For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese

- The travel costs of a minister (and spouse if necessary) who has been invited to visit the bishop or a parish directly under the diocesan bishop's patronage with a view to considering an offer of appointment can be claimed.
- In some cases a suffragan bishop may be responsible for exercising the diocesan bishop's patronage of a benefice.
- If no other funds are forthcoming, the same costs may be met where the diocesan bishop is acting in cases of lapse i.e. where the patron has failed to make an appointment within the specified period.

Note 18

For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese

- These cover bibles for ordination candidates, examinations and other expenses including the printing of an Order of Service for the specific occasion when necessary. Also, an allowance for each candidate while staying at the bishop's house or elsewhere may be claimed.
- The costs of holding ordination services are met by the cathedral or diocese.

Note 19

That part of the annual retainers paid to Diocesan and Provincial Registrars which is regarded as being related to their role as diocesan bishops' legal officers

- The fees are set by the Fees Advisory Commission every year under the Ecclesiastical Fees Measure. Those for 2006 were approved by the General Synod in July 2005.

Note 20

- These include conference and training expenses, Quiet Days and retreats (other than ordinations).

Note 21

- Other costs include items such as repair of robes, chapel requisites, provision and replacement of seals for official documents, secretarial and travel expenses incurred by the bishop-designate between when the announcement is made and when he takes up his appointment. Contributions to such costs are deducted from the expenditure: in some cases, due to differences in timing, this may result in negative figures.
- Within the Archbishop of Canterbury's costs are payments to his representatives to the Orthodox, Oriental Orthodox and Roman Catholic Churches.

PREMISES

Note 22

- These costs are for suffragan bishops only. Their houses are provided and maintained by the diocese. (The costs for diocesan bishops are not shown as they are included within Bishops' Housing and Office Premises).
- For bishops appointed since 1998, help is provided towards the employment of a part-time gardener for routine maintenance on a 50:50 basis up to a maximum contribution of £1,500 pa from the Commissioners. The bishop's contribution qualifies for tax relief.
- For suffragans appointed before 1998, the total cost of a part-time gardener is paid up to a maximum of £1,500 pa.
- Depending on the size and nature of the garden, a lawnmower may be provided in addition to, or substitution for, labour costs.
- In recognition of bishops offering hospitality, some kitchen equipment is provided where required e.g. buffet crockery, food processor, freezer etc..

Note 23

The costs of heating, lighting and cleaning and equipment maintenance for diocesan bishops from 2006 are included within Bishops' Housing and Office Premises rather than, as in previous years, in bishops' office and working costs. The 2005 figures for Premises have therefore been restated.

Note 24

The period, if any, during the year in which the diocesan or suffragan see was vacant

Note 25

Includes costs for three specialist advisers and their staff - Archbishops' Appointments Secretary, Clergy Appointments Adviser and Archbishops' Adviser for Bishops' Ministry

Note 26

Includes block payments for House of Bishops' residential expenses, York Synod accommodation and meals, media training courses etc. and the proportion of staff salaries and working costs attributable to the Bishop of Hulme's responsibilities as the Bishop for Urban Life and Faith

Note 27

Includes costs for the Archbishop's responsibilities as:

- Diocesan bishop of the Diocese of Canterbury
- Metropolitan of the Province of Canterbury
- Primate of All England
- A contributor to the public affairs of the nation, with an ex-officio seat in the House of Lords
- President of the Anglican Communion
- One of the Presidents of Churches Together in England
- A contributor to the development of dialogue with other faiths

Note 28

Whole or part of legal costs under the Ecclesiastical Jurisdiction Measure 1963 and other legislation

- Charges for work connected with clergy discipline cases do not fall within the retainers for bishops' legal officers and the Commissioners therefore meet the whole or part of these legal costs.
- Includes other legal fees e.g. fees on consecration, on election and confirmation and/or on enthronement.

Note 29

Overseas visits on ecumenical and Anglican Communion business by the Archbishop of Canterbury and his staff, the Archbishop of York and diocesan and suffragan bishops travelling at the request of the Archbishops and representing the Church of England

- Travel to link dioceses is funded from alternative sources.
- Where a diocese has organised a conference or retreat at which the bishop's presence is required outside the UK because, say, it is more cost-effective than being held in the UK, travel to and from such an event would then be charged to Other Travel & Subsistence.

Note 30

Advice and support from staff in the common service departments of the Archbishops' Council i.e. Human Resources, Information Technology, Office Services, Mapping and Printing, Communications and Legal

Note 31

As part of the Commissioners' financial support for the Lambeth Conference in 2008, the employment costs and expenses of the conference manager and her assistant were met

Note 32

- In some cases redundancy payments were paid in respect of bishops' staff.

Note 33

- The lease payment is paid as a lump sum on commencement of the lease. In 2005 and previous years the payment was recorded in the accounts in the year it was incurred. However, as indicated in note 6, the monthly costs spread over a period of normally 4 years are included in this publication and from 2006, in line with the Commissioners' accounting policies, the costs of leasing are now capitalised and written off to expenditure over the length of the lease. In order therefore to reconcile the lease payments with the Commissioners' accounts an adjustment is included.
- Some items of expenditure are estimated when compiling the Commissioners' accounts. In order to reconcile the actual expenditure with the Commissioners' accounts an adjustment is included.

Note 34

- This is the figure which appears in the Commissioners' financial statements for the year ended 31 December 2006. The 2005 figures have been restated, as indicated in note 33.
- As a result of estimates being used in the compilation of the Commissioners' accounts, some of the sub-heading totals differ slightly from those set out in Note 8 of those accounts. The overall total of office and working costs equals that shown in the accounts.