



The Scottish Federation of Organists

Recommended Salary Scales 2009 – 2011

Towards the end of 2007 the Salaries Committee proposed that the 2006 – 2008 salary scales should be extended by one year to 1st January 2009, and this was endorsed by the SFO Committee. It was further decided that publication of the scales as a separate document (*Quartet*) would cease and that they would hitherto be published in *SFO News* and on the SFO website.

Therefore, the Salaries Committee of the Scottish Federation of Organists has undertaken a comprehensive review of recommended salary scales for organists. After much deliberation, and taking into account rises in the UK Government's Retail Price Index and Average Earnings Index and bearing in mind that it will be the first increase for three years, the Committee has recommended increases in the scales of 10% from 1st January 2009.

The scales were approved by the Annual General Meeting of the SFO on 10th May 2008 and will be on the agenda for endorsement by the General Assembly of the Church of Scotland in May 2009. These scales come into effect on 1st January 2009 and will remain current until 1st January 2011 by when a further review and revision will have taken place.

a) Churches without choirs

Salary £1,450 - £2,240 Deputy Fee £50 (previously: £1,320 - £2,035 / £45)

b) Churches with choirs making an occasional individual contribution to worship

Salary £2,240 - £3,570 Deputy Fee £50 - £65 (previously: £2,035 - £3,245 / £45 - £60)

c) Churches with choirs making a substantial individual contribution to worship

Salary £3,570 - £4,780 Deputy Fee £65 - £90 (previously: £3,245 - £4,345 / £60 - £80)

d) Churches with complete and competent choirs singing full choral services

Salary £4,780 - £7,140 Deputy Fee £90 - £100 (previously: £4,345 - £6,490 / £80 - £90)

e) Churches employing a full or part time professional director of music with extensive responsibilities are recommended to consider salary scales higher than scale d)

Salary £7,140+ Deputy Fee £100+ (previously: £6,490+ / £90+)

Notes:

1. These scales are calculated to give an increase of 10% based upon the Retail Price Index and the Average Earnings Index.

2. There is a uniform approach to Deputy Fees, these now covering all church services, weddings and funerals. Different services contain different emphases, but all are important and should receive equal treatment.

3. Recording fees remain unchanged:

The fee + 50% for sound recording

The fee + 100% for video recording

4. These scales are not mandatory. They provide guidelines for churches throughout Scotland. Whilst these scales are endorsed by the General Assembly of the Church of Scotland it is hoped that they will also be endorsed on an inter-denominational basis.

5. If exceptional situations arise, which are not covered by these scales – for example, the number and nature of services within the Anglican and Roman Liturgies, or within Church of Scotland linked charges – then dialogue and negotiation are recommended as ways towards mutual agreement. Organists should be prepared to be pro-active in such matters and not diffident concerning reference to these scales.

6. These scales exist to provide a working framework and to maintain reasonable standards of remuneration. If there are musicians who are prepared to accept alternative remuneration, or to offer their services on a voluntary basis, then that is a matter for individual decisions and outwith the scope of these recommendations.

7. Churches that are experiencing financial difficulties or who do not wish to subscribe to these scales should not seek to engage deputies who do expect these scales to be observed.

8. It should not be necessary to emphasise that the labourer be worthy of hire. Those who benefit from SFO scales should be competent to do so.

9. Copies of current Income Tax information kindly supplied by the Church of Scotland's Financial Department may be obtained from the SFO Secretary.

10. The current Church of Scotland Contract for Organists is now an extensive document containing sections applying to Duties, Salaries, Hours of Work, Holidays, Sickness Benefits, Expenses, Disciplinary Matters, Redress of Grievances, Protection of Children and Young People, Dress and Worship. This is now a comprehensive document but there are areas that are perhaps ambiguous – Dress and Expenses, for example, and further negotiations may be necessary.

Not every church will adopt this contract and local variations exist. These matters should be checked carefully before entering into employment. Copies of the contract can be obtained from the Church of Scotland Legal Department at 121 George Street, Edinburgh, EH2 4YH (0131 225 5722).

11. Information is being compiled concerning Crematoria fees paid to organists. Such fees currently range from £8.20 to £19.50. This is a complex area of enquiry and a profile will be produced in due course.

12. These scales now remain relevant until 1st January 2011, by when a further review will have taken place.

Relevant and informed commentary is always welcome and should be addressed to Iain Galbraith, Convenor, via the SFO e-mail address: publications@scotsorgan.org.uk.