

## Loss of Earnings

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<b>Resolutions</b>	See end of the report.

### Summary of Content

<b>Main Points</b>	The need to review the loss of earnings provision, and to provide clarity as to the bodies and the occasions to which it applies.
<b>Consultations</b>	Connexional Allowances Committee

1. Standing Orders make provision for the payment of a loss of earnings allowance as set out in SO 202:

#### **SO 202 Expenses and Loss of Earnings.**

(1) This Standing Order applies to the Conference, the Methodist Council, and all boards and committees appointed by the Conference (in this Standing Order called 'parent bodies') and to all subordinate committees, sub-committees and working parties appointed by or on the authority of a parent body.

(2) All sums payable under this Standing Order shall be paid out of the funds administered by the relevant body, or if none out of the Methodist Church Fund.

(3) The expenses of the members of all bodies to which this Standing Order applies (including sums necessarily paid to carers), incurred in attending the meetings or doing the work of the relevant body, shall be reimbursed, if desired.

(4) A loss of earnings allowance shall be paid, if desired, in accordance with clauses (5) and (6) below, to all members of the Conference, the Methodist Council and any other bodies to which this Standing Order applies and which are specified for this purpose under clause (7) below.

(5) The amount of any such allowance shall be the amount of the loss of earnings actually sustained by attending a meeting of the relevant body, or the maximum determined under clause (6) below, whichever is the less.

(6) The Methodist Council shall determine annually for the next connexional year the maximum daily allowance for loss of earnings.

(7) Each parent body shall specify annually for the next connexional year which bodies, if any, from among that parent body and its subordinate bodies, shall qualify for loss of earnings allowances.

2. The Council is charged with determining each year the level at which loss of earnings should be offered to those who serve on the Conference, Council and other bodies. This report sets in place a process for that annual determination (SO 202(6)) and aims for clarity as to the bodies to which the policy applies (SO 202(7)).
3. The current maximum rate for loss of earnings is £75 per day. This has historically been based on the figure offered to compensate members of Crown Court juries. However, the Methodist Church is committed to paying the living wage. The Living Wage Foundation has published the real living wage as £9.90 (outside London) and £11.05 (in London) to be implemented from April

2022. Assuming a seven-hour working day, the London figure is greater than £75 per day. Given that the Council needs to make a decision for the connexional year 2022-23 and a further increase is likely to be recommended by the LWF from April 2023, the Council is therefore asked to increase the maximum allowance for loss of earnings to £80 per day with effect from 1 September 2022.

4. In order to ensure that this decision is made annually and that the figure is appropriately kept under review, the Council is asked to direct the Connexional Allowances Committee (under SO 212(4)) to consider the question each year and to include a recommendation for the maximum daily rate at which loss of earnings should be paid in its annual report to the Council.
5. The Council also needs to specify to which of its committees, and to recommend to the Conference to which committees of the Conference, this policy applies, in addition to the Conference and the Council. The Council is therefore asked to agree that those who serve on bodies constituted according to the provisions of Standing Orders in sections 13, 21, 32, 32A, and 33 should be entitled to claim a loss of earnings allowance. The Council may wish to note that in addition to clarifying this position, letting it be known that this provision exists might help to increase the diversity of those willing and able to serve on these bodies. There would, if there were wider take-up of the offer, be additional costs to be borne by the Methodist Church Fund; these are likely to be comparatively small and can be considered against reducing costs for travel and accommodation as more meetings are held online but should be considered by budget holders in the calculation of projected committee costs for 2022-23 and beyond. In the light of the work on the review of committees and the broader Oversight and Trusteeship work, a resolution is included below to enable the Chair and Secretary of the Council to determine whether a committee (not listed in Appendix A) falls within the remit of this policy.

## **\*\*RESOLUTIONS**

**14/1. The Council receives the Report.**

**14/2. The Council approves the increase of the maximum allowance for loss of earnings to £80 per day with effect from 1 September 2022.**

**14/3. The Council directs the Connexional Allowances Committee (under SO 212(4)) to consider the question each year and to include a recommendation for the maximum daily rate at which loss of earnings should be paid in its annual report to the Council.**

**14/4. The Council agrees that those who serve on bodies constituted according to the provisions of Standing Orders in sections 13, 21, 32, 32A, and 33 and Part 10 where the committee's expenses are a charge on the Methodist Church Fund (listed in appendix A) should be entitled to claim a loss of earnings allowance.**

**14/5. The Council delegates to the Chair and Secretary of the Council the authority to determine whether a committee not listed in Appendix A falls within the remit of this policy.**

## **Appendix A**

### **Section 13**

- Conference Business committee
- Financial Committee
- Committees of reference
- Memorials Committee

### **Section 21**

- The Methodist Council
- The Strategy and Resources Committee
- Audit and Risk Assurance Committee
- List of Committees under SO 214 (and not included elsewhere)
  - o Authorisations
  - o Candidates' Appeal
  - o Conference Arrangements
  - o Connexional Allowances
  - o Equality, Diversity and Inclusion / Shadow JDS Committee
  - o Global Relationships
  - o Joint Advisory Committee on the Ethics of Investment
  - o Law and Polity
  - o Listed Buildings Advisory
  - o Medical
  - o Methodist Forces Board
  - o Methodist Heritage
  - o Methodist Schools
  - o Presbyteral and Diaconal Reinstatements Panel
  - o Property Development
  - o Safeguarding
  - o Sub-Committees of the Strategy and Resources Committee

### **Section 32**

- Ministerial Candidates Selection Committee
- Ministerial Candidates and Probationers Oversight Committee
- Stationing Advisory Committee
- Stationing Committee

### **Section 32A**

- The Ministries Committee

### **Section 33**

- The Faith and Order Committee

### **Part 10**

- The Forces Board