

RATES FOR PROFESSIONAL MUSICIANS 2007

Recommended for those musicians who are professionally qualified and who earn their living principally by performing and/or teaching music

Salaries for Church Musicians

Role	Church	Annual Salary	Additional Services (hourly rate)
Director of Music <i>or comparable</i>	Category A	£4,320 – £5,200	£21.00 – £25.00
	Category B	£2,700 – £3,450	£17.00 – £22.00
Organist only	Category A	£2160 – £3,630*	£21.00 – £35.00*
	Category B	£1,580 – £2,160	£15.00 – £21.00

* The upper rate is appropriate for services at major churches

Category A: church with significant amateur musical resources

Category B: church with more modest musical provision

Recommended fees for Weddings, Memorial Services and Special Services

Role	Musical Contribution	Minimum Fees per Service
Director of Music <i>or comparable</i> (including one rehearsal)	—	£108.00
Organist only	substantial	£77.00
	normal	£59.00

Recommended fees for Funerals

Role	Musical Contribution	Minimum Fees per Service
Organist only	substantial	£67.00
	normal	£50.00

Substantial musical contribution, involving significant preparation (e.g. psalms, settings, anthems, special organ pieces etc.) Normal musical contribution (e.g. hymns and voluntaries only).

THE ROYAL SCHOOL OF CHURCH MUSIC



Recommended Minimum Salaries and Fees for Church Musicians in 2007 (Director of Music, Music Leader and Organist)

This leaflet makes recommendations for salaries and fees for church musicians engaged in parish churches (and equivalent places of worship). It is designed to help ministers, PCCs (or other church bodies) and musicians to negotiate appropriate levels of remuneration. They are recommended, not mandatory; as such they serve only as a guide for individual, local negotiation.

Distinction is made between professional musicians and amateur musicians. Here 'professional' indicates those musicians who are professionally qualified and whose principal earnings come from performing and/or teaching music; 'amateur' indicates those whose main earnings come from non-musical activities.

The RSCM recommended salary scales for Directors of Music (and comparable positions) in churches with significant musical resources including amateur singers and/or players (Category A in the tables) assume one or two services and one or two practices each week (a commitment of roughly four hours in services and practices); those for churches with more modest musical resources (Category B in the tables) assume one practice and one or two services each week (a commitment of roughly three hours in practices and services). Recommended salary scales for those who play only with no responsibility for choir or music group assume one or two services a week (a commitment of roughly two hours, excluding private practice): the differentiation in salaries takes into account the greater musical demands and preparation required. Hourly rates are also included to help all those involved in negotiation to settle on an appropriate level of salary, and to take account of any payments for especially demanding weeks with additional services (e.g. Holy Week).

continued overleaf

RATES FOR AMATEUR MUSICIANS 2007

Recommended for those musicians who earn their living principally outside the world of music

Separate fees are indicated for weddings, memorial services, funerals and additional or special services which lie outside the church's normal annual pattern. In deciding on the appropriate level of fee, consideration ought to be given to the musical demands made which may be either substantial (e.g. psalms, settings, anthems etc.) involving significant preparation, or less demanding (e.g. hymns and voluntaries only) – signified as normal here.

Fees should be increased if an audio recording is made (up to 50%) and if a video recording is made (up to 100%). Requests to make a recording should be made in advance of the event to the Director of Music/Organist.

Some church musicians prefer not to be paid, or to accept a much reduced level of remuneration; it is recommended, however, that salaries and fees be agreed and then donated back to the church as this establishes a cost for the post, perhaps making it easier when faced with attracting a successor.

Assistants: It is recommended that salary levels for assistants should be not less than 60%-75% of the Director of Music or Organist whom they assist.

Deputising organists: Where an organist or other musician is brought in to deputise for regular practices and services (e.g. during holidays) it is recommended that they should be paid at the hourly rate shown on pages 3 and 4, with a minimum payment for two hours.

Churches are strongly recommended to enter into a written agreement with the Director of Music, Music Leader or Organist. The Incorporated Society of Musicians publishes *The Organist's Guide to Employment and Fees*, and a range of contracts and agreements. These can be purchased on-line at www.ism.org: follow the links to information sheets. The ISM can also be reached at 10 Stratford Place, London W1N 9AE, Tel: 020 7629 4413, Fax: 020 7408 1538.

Advice and resources for RSCM Affiliated Churches are always available from the administrative and musical staff of the Royal School of Church Music, 19 The Close, Salisbury, Wiltshire SP1 2EB, Tel: 01722 424848, Fax: 01722 424849, Email: enquiries@rscm.com, Website: www.rscm.com.

Note: These fees derive from the tables previously issued by the ISM. However, as a body representing the interests of musicians, the ISM has been unable under the terms of the Competition Act 1998 to publish such tables since 2004. The RSCM is preparing a new scale of salaries and fees based on other appropriate public models. Details of this new scale will be issued by the end of 2007, and will in due course replace the current model.

Salaries for Church Musicians

Role	Church	Annual Salary	Additional Services (hourly rate)
Director of Music <i>or comparable</i>	Category A	£2,880 – £3,470	£14.00 – £16.50
	Category B	£1,800 – £2,300	£11.50 – £14.50
Organist only	Category A	£1,440 – £2,420*	£14.00 – £23.00*
	Category B	£1,050 – £1,440	£10.00 – £14.00

* The upper rate is appropriate for services at major churches

Category A: church with significant amateur musical resources

Category B: church with more modest musical provision

Recommended fees for Weddings, Memorial Services and Special Services

Role	Musical Contribution	Minimum Fees per Service
Director of Music <i>or comparable</i> (including one rehearsal)	—	£71.00
Organist only	substantial	£51.00
	normal	£39.00

Recommended fees for Funerals

Role	Musical Contribution	Minimum Fees per Service
Organist only	substantial	£45.00
	normal	£33.00

Substantial musical contribution, involving significant preparation (e.g. psalms, settings, anthems, special organ pieces etc). Normal musical contribution (e.g. hymns and voluntaries only).