

## RATES FOR PROFESSIONAL MUSICIANS 2010

*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<br><i>or comparable</i> | Category A | £4,700 – £5,660  | £23.00 – £27.50                   |
|   | Category B | £2,930 – £3,750  | £18.50 – £24.00                   |
| Organist only                             | Category A | £2,350 – £3,950* | £23.00 – £38.00*                  |
|   | Category B | £1,720 – £2,350  | £16.50 – £23.00                   |

\* 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<br><i>or comparable</i><br>(including one rehearsal) | —                    | £117.00                  |
| Organist only  | substantial          | £84.00                   |
|  | normal               | £64.50                   |

### Recommended Fees for Funerals

| Role          | Musical Contribution | Minimum Fees per Service |
|---------------|----------------------|--------------------------|
| Organist only | substantial          | £73.00                   |
|               | normal               | £54.00                   |

*Substantial musical contribution: involves significant preparation, eg psalms, settings, anthems, special organ pieces etc*

*Normal musical contribution: eg hymns and voluntaries only*

## THE ROYAL SCHOOL OF CHURCH MUSIC



### Recommended Minimum Salaries and Fees for Church Musicians in 2010 (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 (eg Holy Week).

*continued overleaf*

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 (eg psalms, settings, anthems etc) involving significant preparation, or less demanding (eg 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 (eg 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 an agreement which can be purchased on-line by ISM members at [www.ism.org](http://www.ism.org), or by non-members at telephone 020 7629 4413. An alternative contract and guidance notes are available free of charge at [www.organistpublications.co.uk](http://www.organistpublications.co.uk).

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](mailto:enquiries@rscm.com), Website: [www.rscm.com](http://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.

Rates have been updated using the RPI for the 12 months to July 2009.

## RATES FOR AMATEUR MUSICIANS 2010

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

### Salaries for Church Musicians

| Role                                      | Church     | Annual Salary    | Additional Services (hourly rate) |
|---|------------|------------------|-----------------------------------|
| Director of Music<br><i>or comparable</i> | Category A | £3,130 – £3,770  | £15.50 – £18.00                   |
|   | Category B | £1,960 – £2,500  | £13.00 – £16.00                   |
| Organist only                             | Category A | £1,560 – £2,640* | £15.50 – £25.00*                  |
|   | Category B | £1,140 – £1,560  | £11.50 – £15.50                   |

\* 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<br><i>or comparable</i><br>(including one rehearsal) | —                    | £77.00                   |
| Organist only  | substantial          | £55.00                   |
|  | normal               | £42.00                   |

### Recommended Fees for Funerals

| Role          | Musical Contribution | Minimum Fees per Service |
|---------------|----------------------|--------------------------|
| Organist only | substantial          | £49.00                   |
|               | normal               | £36.00                   |

*Substantial musical contribution: involves significant preparation, eg psalms, settings, anthems, special organ pieces etc*

*Normal musical contribution: eg hymns and voluntaries only*