

Organists' Guide to Employment

APPENDIX A

FEES SURVEY 2006

This fee information is based on a survey of fees charged by members of the ISM's Performers & Composers Section who worked as professional organists in places of worship between September 2005 and September 2006. The survey was carried out by the Statistical Services Centre at Reading University.

How to use the Survey

The fees are presented as averages at the 20%, 50% and 80% points in the data. In the adapted stave used to display the results, the first line corresponds to 20 per cent of the responses, the middle to 50 per cent and the top line to 80 per cent. Figure 1, for example, shows that 20 per cent of respondents quoted annual part-time fees of £2,560 or less (the bottom line of the stave) and 50 per cent quoted £4,000 or less. Another 50 per cent quoted £4,000 or more, while at the top of the stave, 80 per cent of the fees quoted were £5,230 or less. Above the stave represents another 20 per cent of respondents who quoted £5,230 or more.

Where a range is given, this shows the highest and lowest fee that respondents actually charged.

NOTE: The information in this survey is drawn from a much smaller sample than in 2005 (see Appendix B). Both sets of information are designed to be read in conjunction with the ISM *Organists' Guide to Employment*.

Directors of Music

23 respondents in the sample had held a post as Director of Music, and all but one quoted an annual fee.

Full-time Posts

There were three respondents who held a full-time (16 or more hours per week) post. They were paid full-time salaries ranging from £20,700 to £29,000. One respondent said that free accommodation was provided in addition to their annual salary.

Part-time Posts

Seven respondents held a part-time (10 or more hours per week) post. Their annual fees ranged from £3,300 to £18,000 a year. The average annual part-time fee for these respondents was £5,888.

Twelve respondents held a part-time post that was for up to 10 hours per week. Their annual fees ranged from £2,000 to £6,300 per annum. The averages for these fees are illustrated in Figure 1.

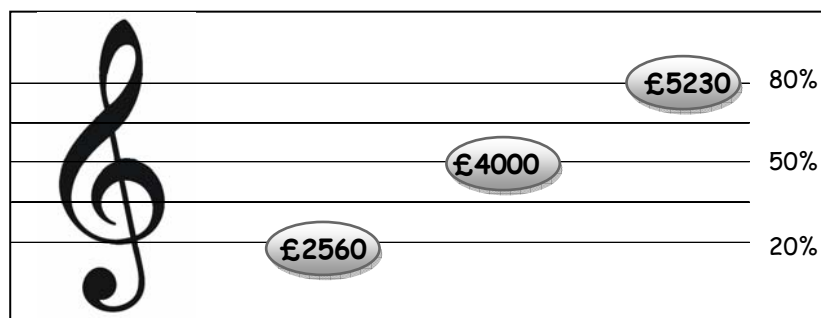


Figure 1 – Percentiles of annual part-time fee for Director of Music post (up to 10hrs per week)

Organist Posts (without choir)

Of the respondents who held an organist post during 2005-06, five held a part-time post in a major church or synagogue. One quoted a fee of £90 per service, while the other four quoted fees per annum which ranged from £525 to £5,500.

Of those who held a part-time post in a local church or synagogue, three quoted fees per service of £35 and 2@£40; three quoted fees per hour of £20, £25 and £35. Two respondents quoted fees per annum; one of £200 per annum, while the other was organist at two churches, receiving £1,560 from one church and £1,856 per annum from the other.

Weddings, Memorial Services, Requiems and other Special Services

The respondents who had played at weddings and other special services during 2005-06 quoted fees that fell into three groups: for playing and directing a choir; for playing only in a major church; and for playing only in a local church. Frequencies for these groups were as follows:

	Number of respondents	Percentage	Range of fees per service
Playing and Directing choir	22	56.4%	£35 to £180
Playing only – major church	20	51.2%	£30 to £180
Playing only – local church	22	56.4%	£35 to £150

The average fees for each of the groups are illustrated in Figure 2.

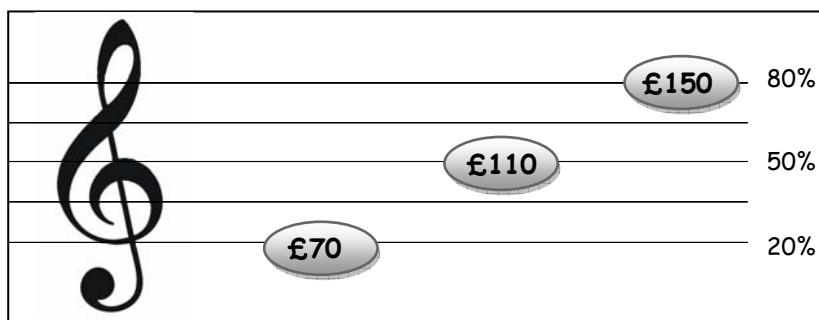


Figure 2a – Percentiles of per service fee – playing and directing choir at weddings etc

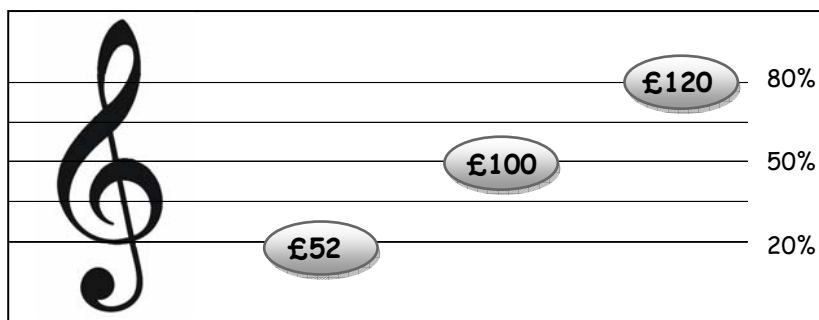


Figure 2b – Percentiles of per service fee – playing only (major church) at weddings etc

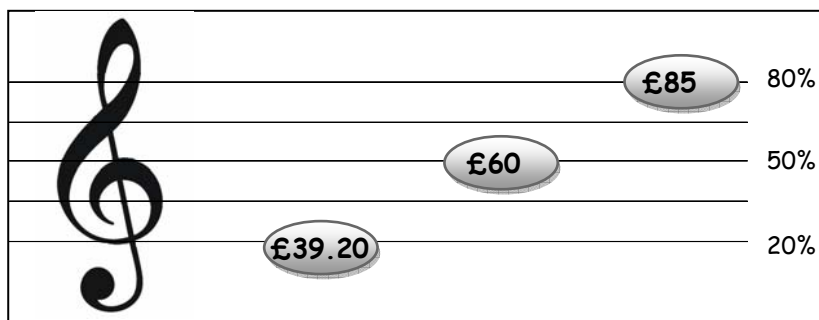


Figure 2c – Percentiles of per service fee - playing only (local church) at weddings etc

Funerals

The respondents who had played for funerals at major churches or synagogues quoted fees that ranged from £45 to £180 per service. Those who had played at local churches or synagogues quoted fees ranging from £35 to £80. The average fees for these two groups are illustrated in Figure 3.

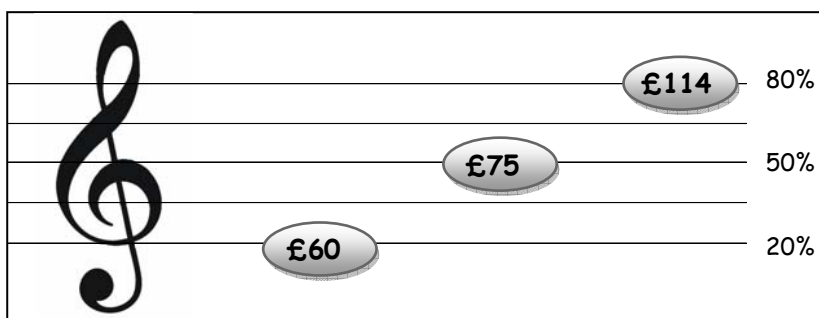


Figure 3a – Percentiles of per service fee – playing only (major church) at funerals

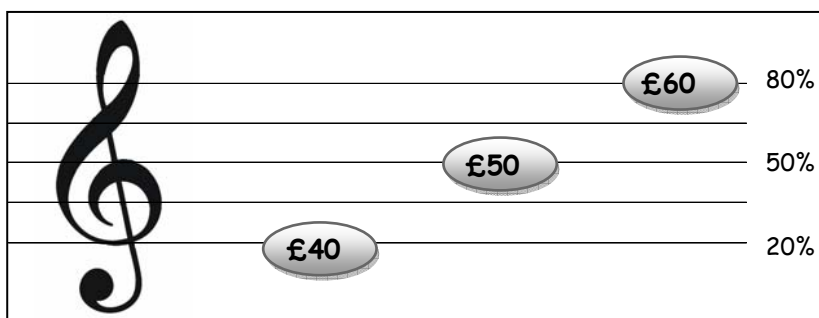


Figure 3b – Percentiles of per service fee – playing only (local church) at funerals

Crematorium Services

Those respondents who had played at crematorium services during 2005-06 quoted fees ranging from £12 to £50 per service. The average of the fees quoted was £35.70 per service.

Notes

Fees are a matter of negotiation and will relate to the specific requirements of the work.

In general, a 'major' church refers to a cathedral or place of worship of similar status. A 'local' church generally refers to a parish church or similar place of worship.

Fees do not normally include private recordings of services, including weddings, funerals, for which an additional fee would normally be negotiable. See page 2 of the Organists' Guide for further information, and guidance on fees for broadcasting and recording.

Fees negotiated for future engagements may incorporate annual inflationary increases. The latest available rate of inflation – the Retail Price Index (RPI) – at the time this information sheet was published (August 2007) was 4.4%. Inflation rates are published monthly by the Office for National Statistics at www.statistics.gov.uk.

For information on fees for recitals and accompanying, see ISM Information Sheet 02/1 *Concerts & Recitals*.