



The Holy See

APOSTOLIC LETTER
ISSUED "MOTU PROPRIO"
BY THE SUPREME PONTIFF

FRANCIS

**regarding the containment of expenditures for employees of the Holy See,
the Governorate of Vatican City State, and other connected Entities**

An economically sustainable future requires that today, among other decisions, measures be taken concerning staff salaries.

- a) In view of the deficit that has characterised the economic management of the Holy See for several years;
- b) in view of the worsening of this situation following the health emergency caused by the spread of Covid-19, which has adversely affected all sources of revenue for the Holy See and Vatican City State;
- (c) considering that staff costs constitute a significant item of expenditure in the budget of the Holy See and the Vatican City State;
- d) considering that, although the Holy See and the Vatican City State are adequately capitalized, it is necessary to ensure sustainability and balance between income and expenditure in current economic and financial management;
- e) deemed it necessary to proceed in this regard according to criteria of proportionality and progressiveness;
- (f) with a view to safeguarding current jobs;

g) having obtained the competent opinion of the Secretariat for the Economy and having carefully examined every question concerning this matter, I hereby establish the following:

Article 1

Remuneration of Cardinals

§1 With effect from 1 April 2021 the salary, however denominated, paid by the Holy See to Cardinals shall be reduced by ten per cent (10%) compared to the last salary paid.

Article 2

Remuneration of other Superiors

§1 As from 1 April 2021, the remuneration, however denominated, net of and excluding the additional remuneration agreed in the relevant contract, paid by the Holy See and the Governorate of Vatican City State to persons classified in salary levels C and C1, shall be reduced by eight per cent (8%) compared to the last remuneration paid.

Article 3

Remuneration of clergymen and religious

§1 With effect from 1 April 2021, the remuneration paid by the Holy See and the Governorate of the Vatican City State to clerics and members of Institutes of Consecrated Life or Societies of Apostolic Life, classified in salary levels C2 and C3 and in the ten non-executive functional levels, shall be reduced by three per cent (3%) compared to the last remuneration paid.

Article 4

§1 The reduction referred to in Articles 1, 2 and 3 shall not apply if the person concerned provides evidence that he cannot meet fixed expenses related to his own health or that of relatives up to the second degree. The conditions for the application of this Article shall be assessed annually. The relevant documentation shall be submitted

(a) to the Secretariat for the Economy for employees who are administratively dependent on it;

b) to the Governorate of the Vatican City State for its employees;

c) to the Institution to which they belong for employees of the Congregation for the Evangelisation of Peoples and of the Institutions mentioned in Art. 6;

Article 5

Two-year seniority increments

§1 In the period between 1 April 2021 and 31 March 2023, the accrual of biennial seniority increments is suspended for the persons mentioned in Articles 2 and 3 and for personnel with contracts at functional levels 4 to 10, both included, of the Holy See, the Governorate of Vatican City State and the Entities whose salaries are paid by the Holy See or by Vatican City State.

Article 6

Other Entities

§1 The provisions of the preceding articles also apply to the Vicariate of Rome, the Chapters of the Papal Basilicas of the Vatican, the Lateran and the Liberian, the Fabric of Saint Peter and the Basilica of Saint Paul Outside the Walls.

Article 7

§1 The Secretariat for the Economy, in agreement with the Governorate of Vatican City State and after consulting the Pension Fund, the Health Care Fund and other interested entities, shall adopt measures to implement this Decree.

I decree that the provisions herein have immediate, full and stable effect, notwithstanding anything to the contrary, and that this Decree be promulgated by publication in "L'Osservatore Romano" of 24 March 2021 and subsequently in Acta Apostolicae Sedis.

Given in Rome, at Saint Peter's, on 23 March 2021, the ninth of my Pontificate

FRANCISCUS

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