

## 12/95 Stipends, Allowances and Benefits

(A report from the Standing Committee.)

### Introduction

1. The Stipends and Allowances Committee is appointed by the Synod each year and reports to the Standing Committee. The Standing Committee is directed by resolution 8/81 to report to the Synod all recommendations made by the Stipends and Allowances Committee and the action taken by the Standing Committee.
2. The re-appointment of a Stipends and Allowances Committee is recommended for 1997, the present members being -

Mr M. Bell	Mr D.S. Marr
Mr R. Bradfield	Mr D. Mitchell
The Rev T.K. Dein	Mr T. Muir
Mr R.S. Dredge	Archdeacon D.D. Nicolios
Mrs D. Galea	Deaconess M.A. Rodgers
Mr W.G.S. Gotley	Archdeacon L.M. Stoddart
The Rev A.E. Hamilton	The Rev Z. Veron

3. During the year the Rev C. Edwards retired.
4. The circular to ministers and churchwardens entitled "Stipends, Allowances and Benefits" (the "Stipends Circular") is published in September or October each year and provides details of the stipends, allowances and benefits for ministers, assistant ministers and lay ministers in the next calendar year.

### Minimum Stipends

5. Stipends are reviewed annually and on the recommendation of the Stipends and Allowances Committee, the minimum stipends for 1996 are -

	<b>% of Minister's Minimum Stipend</b>	<b>Minimum Stipend \$ pa</b>
Minister	100	30,700
Assistant Ministers & Lay Ministers		
First and second year.	85	26,095
Third and fourth year.	90	27,630
Fifth and subsequent years.	95	29,165

6. The minimum stipend for a minister continues to be based on 80% of the male average weekly ordinary time earnings in New South Wales as published by the Australian Bureau of Statistics.

### Superannuation Contributions

7. Contributions by a parochial unit on account of superannuation for ministers, assistant ministers and lay ministers are made by way of the assessment system and include an amount for the superannuation guarantee charge. The annual contributions for 1996 are -

	<b>Superannuation Contribution \$ pa</b>
Minister	5,226
Assistant Ministers and Lay Ministers with 7 or more years experience	5,226
Other Assistant Ministers and Lay Ministers	4,703

**Travelling Allowances/Benefits**

8. On the recommendation of the Car Board, the diocesan scale for the travelling allowance to be paid to ministers, assistant ministers and lay ministers for 1996 is calculated in accordance with the following scale -

A fixed component of \$6,924 per annum to cover depreciation, registration, insurance etc plus a reimbursement at the rate of \$140 for every 1,000 kilometres travelled by the person concerned on behalf of the church or organisation which he or she serves.

9. Travel benefits may be provided through a ministerial expense account in lieu of a travel allowance in accordance with the guidelines published by the Standing Committee in the Stipends Circular.

**Remuneration for Occasional Services**

10. The recommended rates for clergy who take occasional services in 1996 are -

	<b>\$</b>
For 1 Service	55
For 2 or More Services in Half a Day	70
For a Whole Day	100

11. The following guidelines also apply in relation to remuneration for occasional services -

- (a) If the total return journey of the person taking the occasional service is 75 kilometres or less, a travelling allowance of 60 cents per kilometre must be paid. If further kilometres are travelled, the travel allowance must be negotiated.
- (b) Meals should be provided if necessary.
- (c) As pension benefits may be reduced according to other income received, the recommended rates are open to negotiation.
- (d) Where a minister is invited to take, or assist in, services in a church outside their parochial unit, any payment for services should be made to the parochial unit to which the minister is licensed, rather than to the minister.

**Acting Ministers and Locum Tenens**

12. The recommended daily rate for remuneration of acting ministers and locum tenens is \$100 for 1996. In addition, an adequate amount to reimburse for travelling costs must be paid.

**Part-Time Pastoral Workers**

13. On the recommendation of the Stipends and Allowances Committee, the Standing Committee has approved the following principles which apply (subject to any relevant award) in the case of part-time workers who receive remuneration for their services-

- (a) the recommended day rate for part-time pastoral workers (lay and clergy) involved in parish ministry is the same as the recommended whole day rate for clergy who take occasional services (currently \$100 per day);
- (b) it is recommended that part-time pastoral workers be paid a travelling allowance or be provided with a travel benefit in accordance with the casual rate for clergy who take occasional services (currently 60 cents per kilometre) and the amount of any payment should be related to kilometres travelled in performing their duties;
- (c) the parish should consider whether any housing allowance or benefit be provided for the worker; and
- (d) other allowances and benefits should also be considered, depending on the circumstances.

**Catechists**

14. The recommended assistance for catechists for 1996 is -

	<b>\$ pa</b>
Full Day only	<b>3,840</b>
One and one half days	<b>4,320</b>

15. The following guidelines also apply in relation to the remuneration of catechists -
- (a) Transport costs (whether private vehicle or public) should be paid by the parochial unit. Where extensive travel is involved due to location or there is a need to use Sunday timetables, payment for extended working hours should be made to compensate for the additional time.
  - (b) If a catechist serves for a half day in addition to a full day, account should be taken of the additional time and cost in travelling and care taken to ensure that the catechist is not disadvantaged by the additional expense.
  - (c) Appropriate arrangements should be made to ensure catechists are provided with hospitality and are adequately catered for. Appropriate breaks should be provided even during meal times where a catechist would be considered as exercising part of their ministry function.
  - (d) Preparation time adds to the total time incurred in service for the parochial unit and should be allowed for when the amount of payment is considered.

For and on behalf of the Standing Committee

MARK PAYNE  
*Legal Officer*

4 February 1997

**Note**

Since the printing of this report, the Standing Committee has approved increases in travelling allowances/benefits (to \$7,116 for the fixed component plus \$140 for every 1,000 km travelled) and stipends (to \$31,485 for a Minister). All increases date from 1 January 1997.