

Changes to the Remuneration Guidelines

DATE: 28 June 2024

ATTENTION: Ministers, Wardens and Treasurers

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Key Points

1. A number of recent changes enacted by government (and one by Standing Committee) have impacted particular aspects of the advice in the **Guidelines for Remuneration of Parish Ministry Staff for 2023-2024**. These changes involve –
 - (a) An increase in the national minimum wage from 1 July 2024
 - (b) An increase in the superannuation guarantee percentage from 1 July 2024
 - (c) An increase to the fixed component of the motor vehicle allowance from 1 July 2024
 - (d) An increase to the rate per kilometre vehicle allowance for interim rectors and locums from 1 July 2024.
2. To understand the impact of these changes it is important to differentiate between the three types of engagement of parish staff. These are –
 - **Office Holders** (clergy / ordained ministers such as rectors and assistant ministers)
 - Employees –
 - **Lay Ministers** (including youth and children’s ministers, and student ministers)
 - **Administrative Staff**

Action items

3. The wardens and treasurer should ensure that from 1 July 2024 the parish –
 - (a) pays **all employees** no less than the **new national minimum wage** of \$24.10 per hour, or the applicable award rate, and
 - (b) makes superannuation contributions on behalf of **all employees** at no less than the new super guarantee rate of 11.5%, and
 - (c) updates the fixed component of the recommended motor vehicle benefit for office holders and lay ministers, and
 - (d) notes the increase to the rate per kilometre vehicle allowance for locums from 1 July 2024.

Details

Increase in the national minimum wage from 1 July 2024

*Affected staff – **All Employees** (including lay ministers)*

4. The national minimum wage is reviewed annually by the Fair Work Commission with effect from 1 July each year. This year the Commission's determination involves a 3.75% increase in the national minimum wage for all employees, taking it to \$915.90 for a 38 hour week, or \$24.10 per hour, from the first pay period after 1 July 2024.

Increase in the superannuation guarantee percentage from 1 July 2024

*Affected staff – **Administrative Staff***

5. The Government's Superannuation Guarantee legislation specifies the super guarantee percentage required for all employees. That minimum super contribution percentage will increase from 11.0% to 11.5% from 1 July 2024.

(Standing Committee's recommendation is that parishes continue to pay super contributions for lay ministers at the rates shown in the Remuneration Guidelines – approximately 17%.)

Increase to the fixed component of the motor vehicle allowance from 1 July 2024

*Affected staff – **Office Holders and Lay Ministers***

6. At its August 2023 meeting the Standing Committee resolved to increase the fixed component of the recommended motor vehicle benefit for office holders and lay ministers to \$8,678 from 1 July 2024.

Increase to the rate per kilometre vehicle allowance from 1 July 2024

*Affected staff – **Interim Rectors and Locums***

7. The rate per kilometre for interim rectors and locums to cover any travel expenses incurred while performing their duties has increased to 88 cents per kilometre from 1 July 2024 (in line with the ATO allowable deduction rate).

Remuneration Guidelines - amendments to reflect above changes

8. The relevant sections of the [Guidelines for Remuneration of Parish Ministry Staff for 2024](#) have been amended to reflect the above changes as follows –

National minimum wage (amended paragraphs 6.18, 18.2, 18.4 & 21.3)

Super guarantee percentage (amended paragraphs 7.7, 7.11 & 17.2)

Travel benefit/allowances (amended paragraph 9.6, 17.1, 19.3 & 21.3)

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