



9/97 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 1999, the present members being -

Mr M. Bell	Mr D.S. Marr
Mr R. Bradfield	Mr D. Mitchell
Canon 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	The Rev Dr L.M. Stoddart
The Rev A.E. Hamilton	The Rev Z. Veron

3. 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

4. Stipends are reviewed annually on the recommendation of the Stipends and Allowances Committee. The minimum stipends for 1998 are -

	% of Minister's Minimum Stipend	Minimum Stipend \$ pa
Minister	100	32,465
Assistant Ministers & Lay Ministers		
First and second year	85	27,595
Third and fourth year.	90	29,220
Fifth and subsequent years.	95	30,840

5. 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. The Committee considers that the male average weekly ordinary time earnings remains the most appropriate indicator by which stipends are revised but will further review the matter when the Australian Bureau of Statistics commences publication of a new labour costs index.

Superannuation Contributions

6. Contributions by a parochial unit on account of superannuation for ministers and assistant ministers are provided by the recoveries of parish ministry/property expenses through the Synod Appropriations Ordinance. Superannuation for lay ministers is a separate charge. The annual contributions for 1998 are -

	Superannuation Contribution \$ pa
Minister	5,526
Assistant Ministers and Lay Ministers with 7 or more years experience	5,526
Other Assistant Ministers and Lay Ministers	4,974

Travelling Allowances/Benefits

7. 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 1998 is calculated in accordance with the following scale -

A fixed component of \$7,392 per annum to cover depreciation, registration, insurance etc plus a reimbursement at the rate of \$145 for every 1,000 kilometres travelled by the person concerned on behalf of the church or organisation which he or she serves.

8. 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

9. The recommended rates for clergy who take occasional services in 1998 are -

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

10. 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 65 cents per kilometre must be paid. If further kilometres are travelled, the travel allowance must be negotiated.

(b) Meals should be provided where 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

11. The recommended daily rate for remuneration of acting ministers and locum tenens is \$100 for 1998. In addition, an adequate amount to reimburse for travelling costs must be paid.

Part-Time Pastoral Workers

12. The Standing Committee has approved the following principles which apply for part-time workers who are remunerated for their services -

- (a) Subject to any relevant award, the worker should be paid at the rate of \$100 per day.
- (b) The worker should be paid a travelling allowance at the rate of 65 cents per kilometre for kilometres travelled in performing their duties.
- (c) Other allowances, such as housing, should be provided in appropriate circumstances.

Catechists

13. The recommended assistance for catechists for 1998 is -

	\$ pa
Full Day only	4,060
One and one half days	4,545

14. 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 consideration should be given to paying for the travel time.
- (b) Where 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 appropriate hospitality. For example, appropriate breaks should be provided especially in a long working day.
- (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.
- (e) Where it is necessary to determine a daily rate for the payment of a catechist, this rate should be agreed in advance by the parochial unit and the catechist. The daily rate could be determined by dividing an agreed annual rate by the number of agreed working days.

Parental Leave

15. The Committee recommended to the Standing Committee that Parental Leave be made available to all parochial clergy. However the Standing Committee did not adopt this recommendation.

For and on behalf of the Standing Committee

ANDREW SILLAR
Secretary, Stipends and Allowances Committee

14 August 1998