

## Memorandum

**Date:** 17 December 2019  
**To:** All Stipendiary Clergy, Clergy in Local Mission, Parish Secretaries, Parish Treasurers, Anglican Entities, Diocesan Finance Team, Parish Services Team  
**From:** Linda Wilson, Chief Operating Officer  
**Subject:** CLERGY STIPEND RATES FOR 2020 including Housing and Utilities Allowances  
**Document:** 024 / 2019

At its meeting of 28 November 2019, the Diocesan Council considered a report from the Clergy Emoluments Advisory Board regarding 2020 Housing and Utility Allowances.

In relation to the Housing Allowance, it was determined that:

- a. the housing allowance be set at \$23,400 per annum for Category "A" being the Local Government Areas of Cessnock, Dungog, Mid-Coast, Singleton, Muswellbrook and the Upper Hunter;
- b. the housing allowance be increased to \$30,160 for Category "B" being the Local Government Areas of Central Coast, Lake Macquarie, Port Stephens, Maitland, Port Macquarie-Hastings and Newcastle;
- c. that the Diocesan Chief Executive or, in his/her absence, the Chief Operating Officer, be authorised to vary this allowance by a maximum of 10%;
- d. that the Diocesan Chief Executive or, in his/her absence, the Chief Operating Officer, be authorised to change an allowance for a parish from one Category to the other if necessity is demonstrated.

It was determined that the Utilities Allowance be increased to \$5000pa in 2020.

A full summary of the Stipend Rates for 2020 is attached.

Please contact the Diocesan Office should you have any queries.



**Linda Wilson**  
**Chief Operating Officer**  
**Secretary to the Diocesan Council**

**CLERGY STIPEND RATES FOR 2020**

The following rates were subsequently approved by the Diocesan Council and take effect from 1 January 2020:

<b><u>Schedule of 2020 Stipend Rates</u></b>	<b>(unchanged)</b>	
	<b>\$ Per annum (rounded)</b>	<b>\$ Per month (rounded)</b>
Associate/Assistant/Clergy-in-training rate	<b>56,977</b>	<b>4,748</b>
Incumbent	<b>63,308</b>	<b>5,275</b>

**Annual Leave Loading** **(unchanged)**

In addition to the above stipend, a further 17.5%pa annual leave loading amount will be paid at the time of approved leave being taken after being recorded through the diocesan payroll system.

Based on the 2020 Incumbent’s stipend, the annual leave loading equates to a further estimated \$852pa.

Note - this is based on the assumption that

- (a) leave forms are submitted to the diocesan office for all 20 days of leave and;
- (b) that the full entitlement of leave is taken in the calendar year it was accrued

**Motor Vehicle Depreciation / Replacement Allowances per annum** **\$7,478.00  
(unchanged)**

**Motor Vehicle Operating Costs**

Combined vehicle operating costs i.e., wear and tear, fuel, etc) **32.0c per km  
(unchanged)**

**Superannuation Contributions** **(unchanged)**

Superannuation remains at 16% per annum.

The superannuation component equates to an annual amount of \$10,129

The Parish contribution expressed as a monthly amount (rounded) is: \$844

A personal (voluntary) contribution of up to 6% of the base stipend may be made by clergy towards superannuation.

**Long Service Leave Contribution for 2020** **(unchanged)**

This contribution is set by the Anglican Church of Australia Long Service Leave Board.  
The LSL Levy 2020 is \$1596 per annum.

**Locum Rates****(unchanged)****Sunday Relief**

First Service	\$ 90 plus travel
Second Services (in a half day)	\$ 115 plus travel
Whole Day	\$ 140 plus travel

In addition to the Sunday relief rate, stipendiary clergy (who are provided with a car depreciation allowance) should receive a travel reimbursement rate of 32.0 cents per kilometre. Those not in receipt of a car depreciation allowance should be reimbursed at the rate of 79.5 cents per kilometre.

**Interregnum Locum****(unchanged)**

\$210 per day (which includes the first 75 kilometres of travel). Travel beyond the first 75 kilometres will be paid at the rate of 32.0 cents per kilometre.

For Clergy who are not provided with a car depreciation subsidy (e.g., Retired Clergy), a rate of 79.5 cents per kilometre will be paid for travel further than 75 kilometres.

*Note: Clergy Conditions of Service provide for a 5-day working week and locums should be engaged for no more than 5 days per week unless otherwise approved by the Bishop.*

**Clergy in Local Mission (CLM)****(unchanged)**

Clergy in Local Mission are to be given a contribution for each kilometre travelled that ensures that no CLM is out of pocket for fuel expenses incurred in the course of ministry. The recommended minimum contribution is 32c per kilometre travelled.

Where a CLM is ministering in his/her home parish the contribution is to be paid by the parish.

Where a CLM is ministering in another parish at the request of that parish, he/she is to be given a contribution by the parish receiving ministry.

Excluding reimbursements, if CLMs receive a fee or gift in the course of ministry, this is to be forwarded to the parish ministry account of their home parish as general income

**Housing Allowance****(increased)**

The housing allowance is \$23,400 per annum for Category "A" being the Local Government Areas areas of Cessnock, Dungog, Mid-Coast, Singleton, Muswellbrook and the Upper Hunter;

The housing allowance is \$30,160 for Category "B" being the Local Government Areas of Central Coast, Lake Macquarie, Port Stephens, Maitland, Port Macquarie-Hastings and Newcastle;

If necessity is demonstrated, the Diocesan Chief Executive or, in his/her absence, the Chief Operating Officer, is authorised to vary this allowance by a maximum of 10%;

Or, if necessity is demonstrated, the Diocesan Chief Executive or, in his/her absence, the Chief Operating Officer, is authorised to change an allowance for a parish from one Category to the other.

*Note: That where clergy are living in alternate arrangements to a rectory, the Housing Allowance must not exceed 75% of the rental value of the rectory plus utility expenses.*

### **Utilities Allowance**

**(increased)**

The Utilities Allowance is \$5000pa.

### **Information Technology**

*Parishes are reminded that computer, internet and mobile phone usage costs incurred by priests for the purpose of Parish business should be reimbursed by the Parish.*