

## Memorandum

**Date:** 22 December 2020  
**To:** All Stipendiary Clergy, Clergy in Local Mission, Parish Secretaries, Parish Treasurers, Anglican Entities, Diocesan Finance Team  
**From:** Linda Wilson, Corporation Secretary and Registrar  
**Subject:** **CLERGY STIPEND RATES FOR 2021**  
**Document:** 025 / 2020

Memo 18/2020 issued in November advising Stipend Rates for 2021.

The Long Service Leave Levy has since been confirmed. Pursuant to Section 28 (a) and (b) of the Long Service Leave Canon 2010, the rate of annual contribution will remain at \$1,596.00 effective from 1 January 2021.

A full summary of the Stipend Rates for 2021 is attached.

Please contact the Diocesan Office should you have any queries.

A handwritten signature in black ink that reads "Linda Wilson".

**Linda Wilson**  
**Corporation Secretary and Registrar**  
**Secretary to the Diocesan Council**

**CLERGY STIPEND RATES FOR 2021**

The following rates were subsequently approved by the Diocesan Council and take effect from 1 January 2021:

**Schedule of 2021 Stipend Rates**

**(increased)**

	<b>\$ Per annum (rounded)</b>	<b>\$ Per month (rounded)</b>
Associate/Assistant/Clergy-in-training rate	<b>58,059</b>	<b>4,838</b>
Incumbent	<b>64,510</b>	<b>5,375</b>

**Annual Leave Loading**

**(rate 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 2021 Incumbent’s stipend, the annual leave loading equates to a further estimated \$868 pa.

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)	<b>32.0c per km (unchanged)</b>
---	-------------------------------------

**Superannuation Contributions**

**(rate unchanged)**

Superannuation remains at 16% per annum.

The superannuation component equates to an annual amount of \$10,321

The Parish contribution expressed as a monthly amount (rounded) is:	<b>\$860.00</b>
---	-----------------

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

**Long Service Leave Contribution for 2021**

**(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****(increased)****Sunday Relief**

First Service	\$ 92 plus travel
Second Services (in a half day)	\$ 117 plus travel
Whole Day	\$ 143 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 kilometer.

**Interregnum Locum****(increased)**

\$214 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 kilometer.

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****(unchanged)**

The housing allowance is \$23,400 per annum for Category "A" being the Local Government 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 is authorised to vary this allowance by a maximum of 10%.

Or, if necessity is demonstrated, the Diocesan Chief Executive 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**

**(unchanged)**

The Utilities Allowance is \$5,000pa.

**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.*