

REMUNERATION OF MINISTRY POSITIONS OTHER THAN INCUMBENT

Effective Date 01 July 2009

Diocesan Council, with the concurrence of the Diocesan Remuneration Commission, has determined the following policy in respect of remuneration of persons in ministry positions other than that of Incumbent, to apply wef 01 July 2009 until further notice. Any person for whom the strict application of these changes would lead to a reduced benefit will continue to enjoy a total package not less than what they currently receive until such time as subsequent increases by the Diocesan Remuneration Commission 'catch up' with their current package. All such persons will be written to directly by the Registrar setting out their situation fully.

1. That there be five minimum stipend rungs from Trainee Youth Worker to Incumbent as follows:

Office/Position	Minimum percentage of minimum stipend	Notes
Incumbent/Senior Associate	100%	*This refers to 100% of the minimum stipend set by the Diocesan Remuneration Commission for Incumbents
Years 3 and 4 Assistant Minister Qualified Lay Minister Assistant Curate	95%	See definitions below
Years 1 and 2 Assistant Minister Qualified Lay Minister Assistant Curate	90%	See definitions below
Youth Worker	85%	This category and the one below assumes a 38 hour week.
Trainee Youth Worker	75%	This figure relates closely to typical Youth Ministry Grants under which, for example, young people serve for one or two days per week to gain ministry experience whilst studying

Definitions:

Qualified normally means theologically trained with a degree or diploma. However, other qualifications and relevant experience should be taken into account in determining the minimum rung for a given person.

Senior Associate refers to a qualified and experienced priest serving in a parish team ministry under an Incumbent, or and equivalent role or office within an agency.

Assistant Minister refers to a qualified, ordained person who commences serving in a parish team ministry with limited or no experience. An Assistant Minister would normally be restyled a Senior Associate once appropriate experience has been gained over four years.

Assistant Curate refers to a person so licensed by the Bishop, usually a newly qualified and ordained deacon or priest serving in a formative position in a parish, such training position to be for a typical period of four years.

Youth Worker refers to a person without formal qualification or equivalent experience. Normally, such a person would not serve full-time for more than two to three years before moving to the category of **Qualified Lay Minister**.

2. That all persons in ministry positions who qualify for the Superannuation Guarantee Levy be superannuated by the relevant body at the rate determined by the Diocesan Remuneration Commission from time to time, which from 01 July 2009 is 15% of stipend.
3. That all persons in full-time ministry positions described as *Incumbent* or *Senior Associate* be provided with accommodation or an accommodation benefit as set out in the Diocesan Council Policy DPO 002.
4. That parishes or agencies where persons in full-time or near full-time ministry positions described as *Assistant Minister*, *Qualified Lay Minister* and *Assistant Curate* serve negotiate an appropriate provision for or assistance with accommodation which, whilst not necessarily reflecting the Diocesan Council Policy DPO 002 nevertheless recognises the needs of the person, their wishes with respect to service and personal sacrifice, fairness/equity and the parish's or agency's capacity to pay.
5. That persons in all ministry positions be furnished with a travel benefit, either the combination of a 'fixed' provision for depreciation and fixed costs plus reimbursement per kilometre at the 'variable' rate, or reimbursed for actual, ministry-related travel at the higher 'casual' rate, all such rates to be those determined from time to time by the Diocesan Remuneration Commission.
6. That the remuneration package proposed by a parish or agency for any new ministry position in the diocese require the approval of the Bishop.
7. That the requirement of bodies providing grants which may be used for remuneration be taken into account in determining remuneration, to the extent of varying the above guidelines if necessary.

RA Morton
REGISTRAR