



2020 RECOMMENDED MINIMUM REMUNERATION PACKAGE FOR PEOPLE IN MINISTRY IN CCVT

NOTE: As the impact of COVID-19 on affiliate budgets is likely to be significant and also quite varied, while implementing the 2020/21 Recommended Minimum Remuneration Package for People in Ministry in CCVT is expected to start on 1st July 2020, we note that affiliates could delay until 1st January 2021, after appropriate conversations with all relevant parties.

The 2020/21 Recommended Minimum Remuneration Package for People in Ministry in CCVT is summarised in the following table. A schedule to assist churches with their minister's remuneration levels based on qualifications and experience is included.

The methodology employed was to start with the current 2020 stipend and allowance amounts and apply formulae that are considered reasonable for the annual increase. The indices applied to calculate the increase in the total remuneration package are the Weighted Average Consumer Price Index (CPI) and Wage Price Index for Australia (Private Sector) for the 12 months ended December 2019, provided by the Australian Bureau of Statistics. We also compare the new amounts to that recommended for Baptist Union of Victoria ministers, and the Teacher Class Salaries in Victorian Government Schools Report -Victorian State Government DET, both as an external measure.

RECOMMENDED INCREASE - Remuneration

The total annual increase for 2020-2021 is to be 2.00% which results in an annual increase of \$1,587.62 pa.

The total remuneration increase of \$1,587.62 pa is to be allocated per the current ratio of non-exempt and exempt remuneration as follows:

Remuneration Item	Ratio	2019	Allocation
Assessible Income	30%	\$23,814.23 x 2% =	\$476.28
Exempt Fringe Benefits	70%	\$55,566.85 x 2% =	\$1,111.33
TOTAL	100%		\$1,587.62

RECOMMENDED – Superannuation

No change is currently recommended, maintaining the previous contribution at 10.75%.

MINIMUM REMUNERATION PACKAGE FOR MINISTERS

	2020/2021 Adjusted	2019/2020 Adjusted	\$ Change	F/Nightly
ANNUAL SALARY				
30% Assessable Component	\$24,290.52	\$23,814.23	\$476.28	\$934.25
70% Annual Fringe Benefits	\$56,677.85	\$55,566.52	\$1,111.33	\$2,179.92
TOTAL PAYABLE ANNUAL SALARY	\$80,968.37	\$79,380.75	\$1,587.62	\$3,114.17
Total Payable Fortnight Salary in Arrears	\$3,114.17	\$3,053.11	\$61.06	
Superannuation 10.75%	\$8,704.10	\$8,533.43	\$170.67	\$334.77
*Long Service Leave	\$1,728.36	\$1,694.47	\$42.36	\$66.48
TOTAL REMUNERATION PACKAGE (Excl LSL)	\$89,672.47	\$87,914.18	\$1,758.29	\$3,448.94

* Long Service Leave calculation is based on the LSL Act Vic (2019) and LSL Act Tas (1976) of 0.8667 week or 32.93 hours accrual per year for seven (7) years of continuous employment for Vic and ten (10) years of continuous employment for Tas. The recommended rate is 1.11 times based on the LSL Act and 11% of superannuation.

MINISTERS REMUNERATION LEVEL SCHEDULE

Full Time rates applicable from July 1, 2020	A	B	C	D
	Level Definitions - See Below			
ANNUAL SALARY	\$14,457.38	\$17,898.95	\$20,947.22	\$24,290.51
TOTAL FRINGE BENEFITS	\$33,733.90	\$41,764.21	\$48,876.86	\$56,677.85
TOTAL REMUNERATION	\$48,191.28	\$59,663.16	\$69,824.08	\$80,968.37
Fortnightly amount paid in arrears	\$1,853.51	\$2,294.74	\$2,685.54	\$3,114.17
*Superannuation	\$5,180.56	\$6,413.79	\$7,506.09	\$8,704.10
**Long Service Leave provision	\$1,028.70	\$1,273.58	\$1,490.48	\$1,728.36
*Employer Superannuation on Total Annual Salary	10.75%	10.75%	10.75%	10.75%
** LSL yearly accrual is 1.11 times of weekly salary and fringe benefits paid				

Definitions of levels A, B, C, D (these are recommended guidelines to assist in minister's remuneration negotiations)

- A** Untrained people in ministry support roles, and interns, generally appointed from within congregations - little training and experience.
- B** Those in ministry settings who are studying and have completed more than 25% of the training program and/or have limited experience (includes some interns).
- C** Those in ministry settings who are studying and have completed more than 75% of the training program and/or have some ministry experience.
- D** Recommended minimum remuneration for all ministers with appropriate training and experience

Superannuation and Long Service Leave

Where a manse or a motor vehicle is provided in lieu of the fringe benefit component, the amount of long service leave and superannuation entitlements are less.