



# The Presbyterian Church of Queensland

ABN 43 015 755 489

Level 4, 19 Lang Parade  
PO Box 1351  
MILTON QLD 4064

Fax: (07) 3716 2810  
Phone: (07) 3716 2800  
[www.pcq.org.au](http://www.pcq.org.au)

## STIPENDS SCHEDULE

### Salary Package Payable from 1 January 2018

#### Payments to ministry staff from Church

##### Office

|                           |           |             |
|---------------------------|-----------|-------------|
| Stipend - Cash Component  | \$        | <b>(1a)</b> |
| Superannuation            | \$        | <b>(1c)</b> |
| Ministry Allowance        | \$        | <b>(4)</b>  |
| Stipend Supplement (cash) | \$        | <b>(3)</b>  |
| <b>TOTAL</b>              | <b>\$</b> |             |

#### Payments to ministry staff from Treasurers

|  |           |             |
|--|-----------|-------------|
| EPFB                                   | \$        | <b>(1b)</b> |
| If manse provided deduct accommodation | \$        | <b>(2)</b>  |
| Stipend Supplement (EPFB)              | \$        | <b>(3)</b>  |
| <b>TOTAL</b>                           | <b>\$</b> |             |

### 1. STIPEND and SUPERANNUATION

The Stipends Commission establishes the the minimum stipends which must be paid, but encourages congregations and committees to be generous in supporting the needs of ministry staff and encourages paying ministry staff above minimum stipends where possible.

#### 1.1 Ministry Staff Eligible for EPFB

| Employee Category  | Zone       | Cash Stipend<br>Monthly<br>(1a) | EPFB<br>Monthly<br>(1b) | Superannuation<br>Monthly<br>(1c) | Ministry Staff Payroll              |                                       |
|--|------------|---------------------------------|-------------------------|-----------------------------------|-------------------------------------|---------------------------------------|
|  |            |                                 |                         |                                   | Cash Stipend<br>Fortnightly<br>(1a) | Superannuation<br>Fortnightly<br>(1c) |
| Ordained Ministers (including<br>Chaplains) / Licentiates                | Urban      | 2,808                           | 2,808                   | 843                               | 1,296                               | 389                                   |
|  | Provincial | 2,864                           | 2,864                   | 843                               | 1,322                               | 389                                   |
|  | Rural      | 2,920                           | 2,920                   | 843                               | 1,348                               | 389                                   |
|  | Remote     | 3,033                           | 3,033                   | 843                               | 1,400                               | 389                                   |
| Accredited Ministry Worker<br>(Home Missionary)                          | Urban      | 2,499                           | 2,499                   | 750                               | 1,154                               | 347                                   |
|  | Provincial | 2,549                           | 2,549                   | 750                               | 1,177                               | 347                                   |
|  | Rural      | 2,599                           | 2,599                   | 750                               | 1,200                               | 347                                   |
|  | Remote     | 2,699                           | 2,699                   | 750                               | 1,246                               | 347                                   |
| Accredited Ministry Worker<br>(Specialist Ministry Worker),<br>Deaconess | Urban      | 2,106                           | 2,106                   | 632                               | 972                                 | 292                                   |
|  | Provincial | 2,148                           | 2,148                   | 632                               | 992                                 | 292                                   |
|  | Rural      | 2,190                           | 2,190                   | 632                               | 1,011                               | 292                                   |
|  | Remote     | 2,275                           | 2,275                   | 632                               | 1,050                               | 292                                   |
| Director MR / CE   |            | 3,229                           | 3,229                   | 843                               | 1,491                               | 389                                   |
| QTC Principal  |            | 3,650                           | 3,650                   | 843                               | 1,685                               | 389                                   |
| QTC Lecturers  |            | 3,369                           | 3,369                   | 843                               | 1,555                               | 389                                   |
| MTN Trainees   |            | 1,404                           | 1,404                   | 422                               | 648                                 | 195                                   |

#### 1.2 Ministry Staff NOT Eligible for EPFB in Accordance with Tax Ruling 92/17

There are two choices - one uses a limited EPFB and the other no EPFB. Congregations need to consider which is the most effective payment means when the tax component for EPFB is included.

| Employee Category                            | Zone  | Cash Stipend<br>Monthly<br>(1a) | EPFB<br>Monthly<br>(1b) | Superannuation<br>Monthly<br>(1c) | Ministry Staff Payroll              |                                       |
|--|-------|---------------------------------|-------------------------|-----------------------------------|-------------------------------------|---------------------------------------|
|  |       |                                 |                         |                                   | Cash Stipend<br>Fortnightly<br>(1a) | Superannuation<br>Fortnightly<br>(1c) |
| Clerk of Assembly                            | Urban | 4,773                           | 1,325 *                 | 915                               | 2,203                               | 423                                   |
| Accredited Ministry Worker<br>(Other Worker) | Urban | 3,012                           | 1,325 *                 | 651                               | 1,391                               | 301                                   |
|  |       | 4,937                           | 0                       | 741                               | 2,279                               | 342                                   |

\* In addition the employing body (congregation or denomination) is required to pay tax on the EPFB component which is approximately \$623 per month.

**Note: PCQ Regulations require all administrative staff employment conditions to be confirmed by the Church Liaison Officer.**

### 1.3 Part-Time Appointees

Stipends for part-time positions should be calculated on a **pro rata** basis, unless otherwise approved by both the Congregation and Presbytery.

### 2. MANSE PROVIDED

If a manse is provided, \$1,829 per month is to be deducted from the EPFB paid by the Congregation.

### 3. STIPEND SUPPLEMENT FOR MINISTRY STAFF ELIGIBLE FOR EPFB

Agreed payments above the basic stipend that have been approved by the Congregation, Presbytery and the Committee on Ministry Resourcing are to be paid by Treasurers as 50% cash and 50% EPFB. The Stipend supplement is to be determined as a percentage above minimum stipend and is only applied to the Stipend - Cash and EPFB. The payment of stipend supplements cannot be used to increase (or be based on) superannuation or ministry allowance.

### 4. MINISTRY EXPENSES ALLOWANCE

QTC Principal and Lecturers:

\$263 pm

Director Ministry Resourcing / Christian Education

\$175 pm

Ministers, etc:

Urban Charge:

\$889 pm

Provincial Charge:

\$900 pm

Rural Charge:

\$1,170 pm

Remote Charge:

\$1,266 pm

#### Ministry Staff Payroll

\$122 p ft

\$81 p ft

\$411 p ft

\$416 p ft

\$540 p ft

\$585 p ft

Add an extra **35c/km** for distances over **12,500 km** pa for **Urban Charges**, an extra **35c/km** for distances over **15,000 km** pa for **Provincial Charges**, an extra **46c/km** for distances over **17,500 km** pa for **Rural Charges** and an extra **46c/km** for distances over **20,000 km** pa for **Remote Charges**. Ministers and Committees of Management should agree on the extra distance to be paid.

### 6. STUDY LEAVE

Ministers, Accredited Ministry Workers and Deaconesses are entitled to 7 days study leave per year (non-cumulative), which is to be in accordance with Finance and Administration Board Regulation 110.12.

### 7. ADDITIONAL INFORMATION

Where payment is to be made to a Minister, Licentiate, Accredited Ministry Worker or Candidate for the Ministry, whether a current employee of the PCQ, or not, these amounts are to be paid through PCQ Church Offices for inclusion on a PAYG payment summary.

#### Pulpit Supply Fees

\$100 for the first service

The fee for a second service should be negotiated

Travel reimbursement of 66c/km

#### Interim Moderator / Moderator of an Appointment Charge

Not less than \$100 for the first service

The fee for a second service should be negotiated

Not less than \$100 per meeting payable to the minister

Travel reimbursement of 66c/km

Wayne Fry

Convener - Stipends Commission