

NSW and ACT STIPEND RATE FOR RELIGIOUS 1st July 2021 to 30th June 2022

For the period 1st July 2021 to 30th June 2022, the annual stipend to be paid to Religious Congregations for the services of a congregational member in NSW and the ACT is as follows:

- 55% of the indexed gross Teacher's Salary of a Proficient Band 2 Level 5 teacher for NSW metropolitan Catholic Systemic Schools

The NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020 is the current agreement. The NSW Schools increase of 2.28% has been applied

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| • The 2020-2021 stipend was | Per Annum
\$57,786.95 | Per Quarter
\$14,446.99 | Per Month
\$4,815.66 |
| • The 2021-2022 stipend is | Per Annum
\$59,278.45 | Per Quarter
\$14,819.61 | Per Month
\$4,939.87 |

Principles and Procedures

- Pro-rata payments should be made where circumstances warrant such payment eg where the religious is engaged in a part-time capacity;
- Congregational Leaders are free to negotiate reduced rates where the financial circumstances of the body engaging the services of a member of a religious congregation do not allow the payment of a full stipend. Two-thirds of the full stipend is the minimum starting point for such negotiation;
- Stipends are not personal payments and cheques/deposits/electronic funds transfers for payment of stipends must be paid directly to the Religious Congregation's nominated bank account. Payments should be made quarterly in advance, where possible, but no more frequently than monthly. Stipends should not be linked to a system; and
- Stipend payments in NSW and ACT do not include superannuation, retirement payments, long service leave or other benefits. Some congregations in NSW are in receipt of the benefit paid on retirement of a religious from active ministry by the Catholic education authority in the dioceses of Broken Bay, Parramatta and Sydney.
- Catholic Religious Australia recommends that:
 - all conditions including leave arrangements should be negotiated prior to Agreements being signed by the Religious Congregation and the entity receiving the services of the member of the religious congregation;
 - members of religious congregations should be eligible for all the leave conditions afforded their employed lay counterparts;
 - in addition, extended leave should be able to be negotiated between the religious congregation and the entity receiving the services of the member of the religious congregation:
 - for sabbatical leave initiated by the congregation; and,
 - for serious unforeseen reasons, without loss of stipend if the congregation/entity is not replacing the absent congregational member.

Rationale for stipend rates

- Stipends are paid to religious congregations in recognition of the services contributed by their members. It is acknowledged that members of religious congregations have generously contributed their services over many decades in promoting the mission of the Catholic Church in NSW.

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