



NSW and ACT STIPEND RATE FOR RELIGIOUS 1 July 2023 to 30 June 2024

For the period 1 July 2023 to 30 June 2024, the annual stipend for Religious Congregations for the services of a congregational member in NSW and the ACT is as follows:

	Per Annum	Per Quarter	Per Month
• The 2022-2023 stipend was	\$61,471.75	\$15,367.94	\$5,122.65
• The 2023-2024 stipend is	\$65,529	\$16,382	\$5,461

Principles and Procedures

- Pro-rata payments should be made where circumstances warrant such payment e.g., 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 payroll system.
- 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, e.g., sabbatical leave initiated by the congregation.

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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